

NOAA's Office of Oceanic & Atmospheric Research FY 2019 Annual EEO Program Status Report Management Directive (MD) - 715

Permanent Federal Employees



Notes and Acronyms

- The Annual EEO Program Status Report is for Permanent Federal Employees for FY 19 (10/1/2018 to 9/30/2019).
- The OAR EEO Office produces the report following EEOC instructions. The purpose is to identify barriers that limit employment opportunities in the Federal workforce.
- The source of the Employee Demographic Data is from the Management Directive (MD) 715 – EEOC Workforce Data Tables from the National Finance Center (NFC) Reporting System. Data is from charts downloaded on **October 21, 2019**.
- The Civilian Labor Force (CLF) is from the Census Bureau EEO Tabulation 2006-2010 (5-year ACS data) for Federal agencies responsible for monitoring employment practices and enforcing civil rights laws in the workforce and for all employers so they can measure their compliance with the laws. The EEO Tabulation 2006-2010 (5-year ACS data) serves as the primary external benchmark for conducting comparisons between the racial, ethnic, and sex composition of each employer's workforce to its available labor market. www.eeoc.gov
 - CLF is the sum of civilian employment and unemployment. These individuals are civilians (not members of the Armed Services) who are age 16 years or older, and are not in institutions such as prisons, mental hospitals or nursing homes. Per EEOC, if vacancies are advertised nationwide, agencies must compare data with the national CLF data.
 - OCLF – Occupational Civilian Labor Force is the CLF data that is directly comparable to the population being considered in the labor force by specific occupation/career series, e.g. Meteorologists are compared to Meteorologists.
 - Red Arrow – Participation is 0.5% or more **below** CLF and Black Arrow – Participation is 0.5% or more **above** CLF
- Employees are encouraged to update their ERI, gender and disability status through the Employee Personnel Page (EPP). Notices are sent out by DOC broadcast and the OAR EEO Manager.

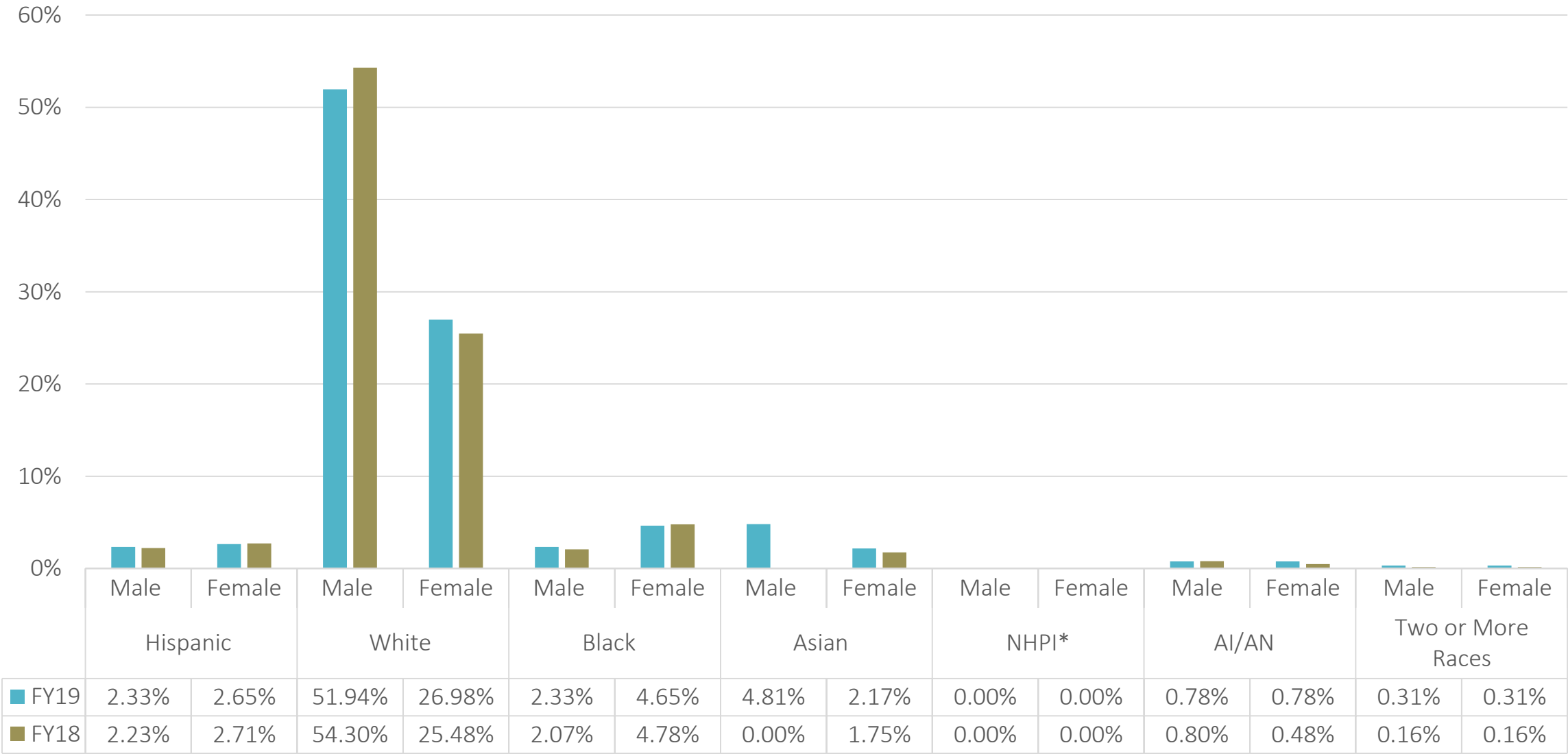
ACRONYMS in Tables:

NHPI – Native Hawaiian Pacific Islander

AI/AN – American Indian/Alaska Native.

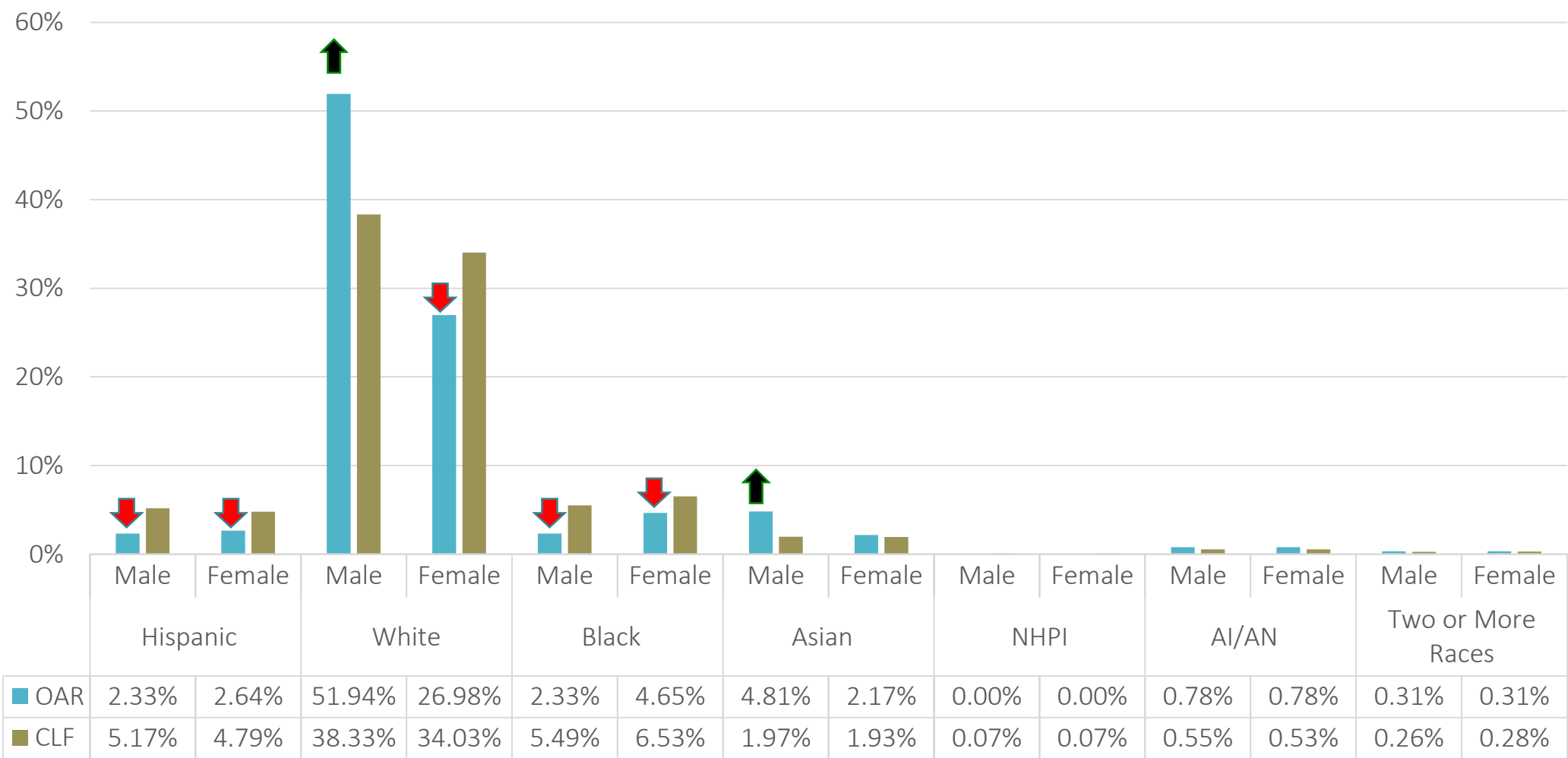
Total OAR Permanent Workforce – Distribution by Race/Ethnicity and Gender

Prior and Current Year: FY 19 = 645 | FY 18 = 628

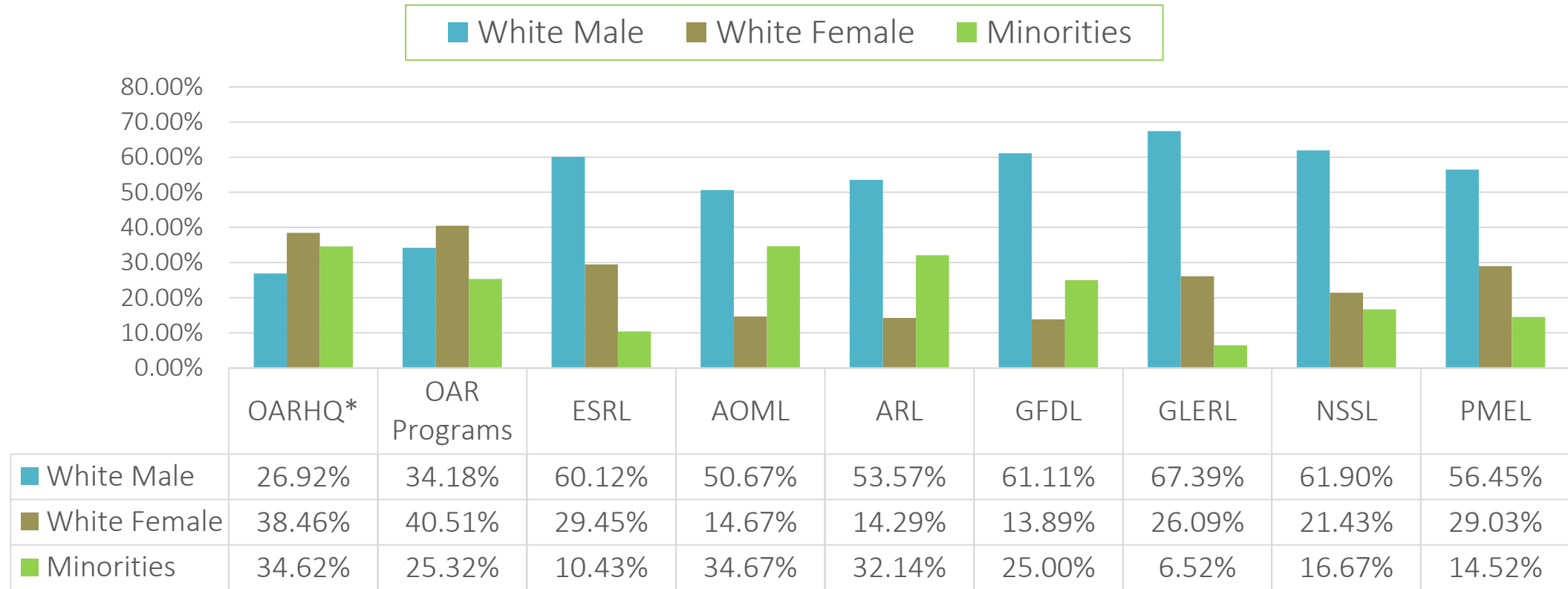


Total Permanent Workforce – Distribution by Race/Ethnicity and Gender

Total Employees = 645



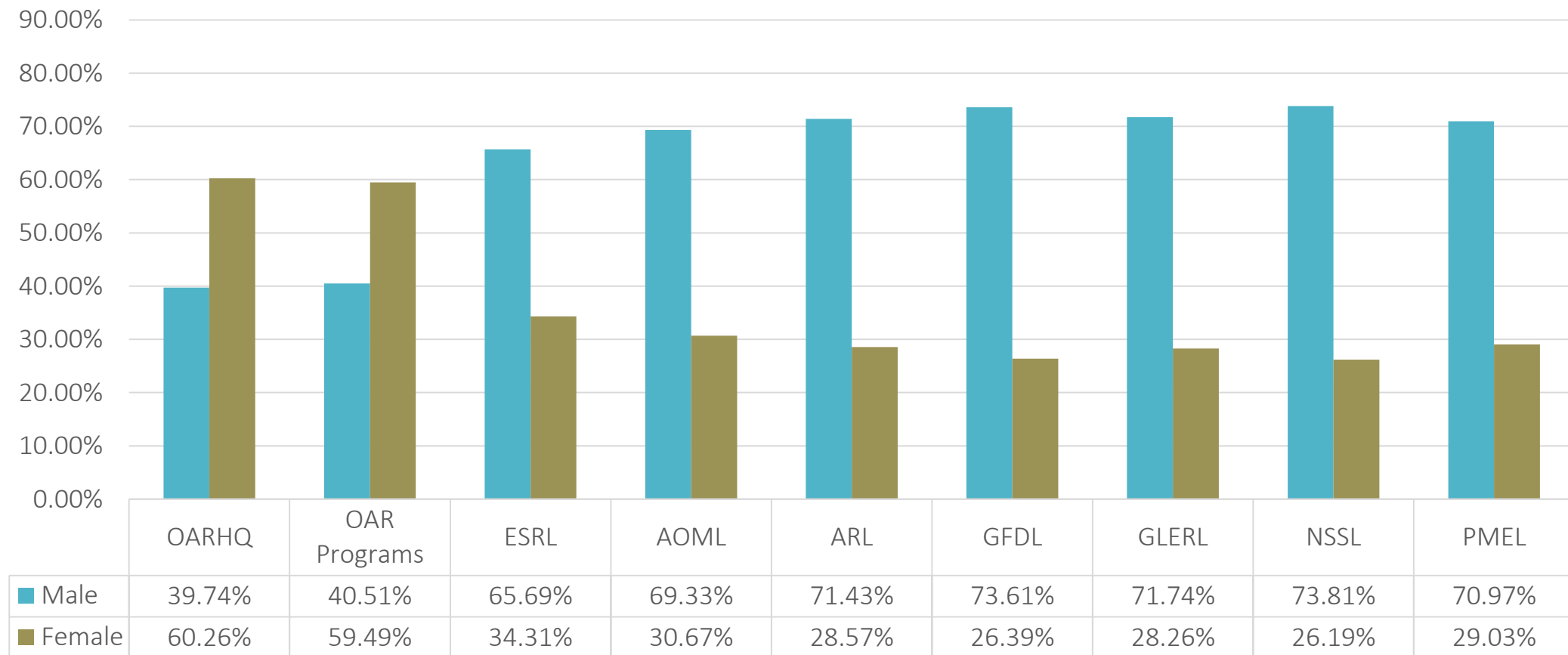
Total OAR Permanent Workforce - Distribution by Ethnicity by Labs and Programs



OAR HQ* – Does not include OAR Programs

OAR Programs – Sea Grant, CPO, OER, OWAQ, OAP and TPO

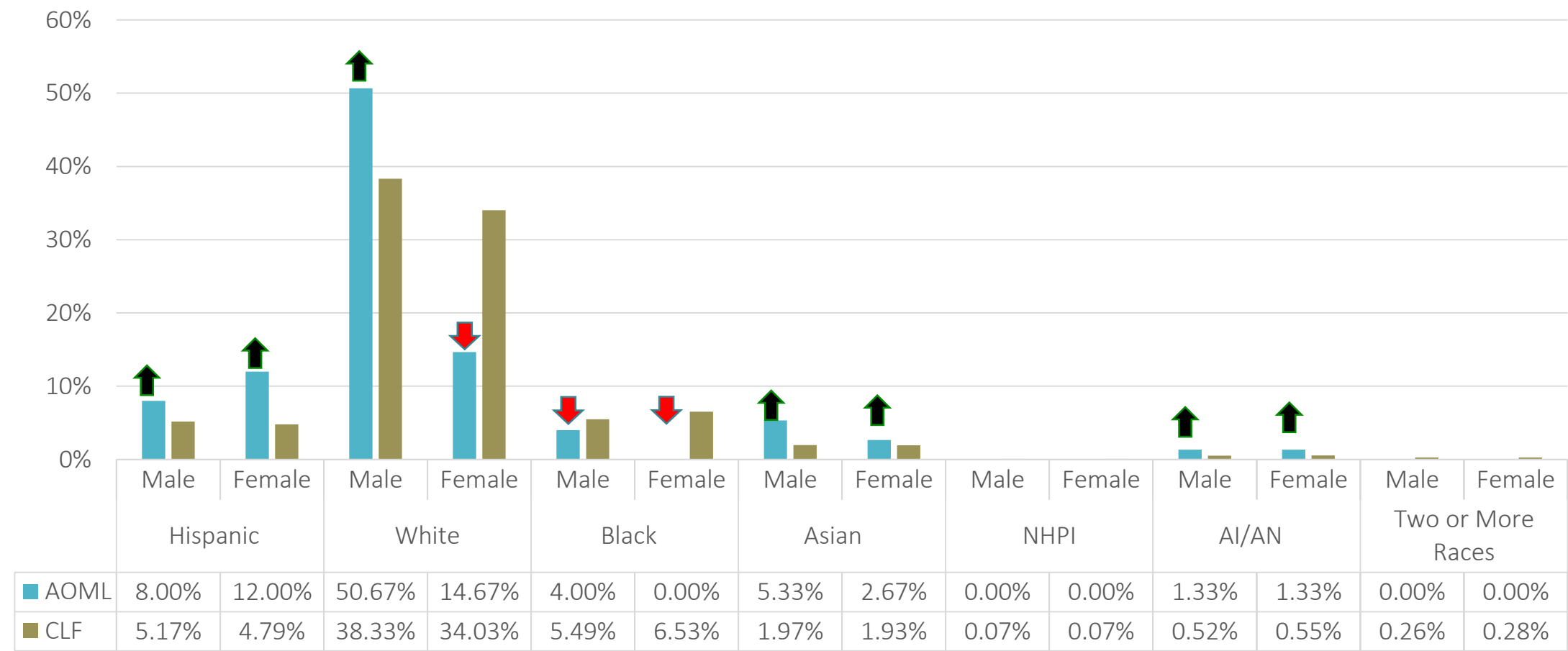
Total OAR Permanent Workforce – Distribution by Gender by Lab



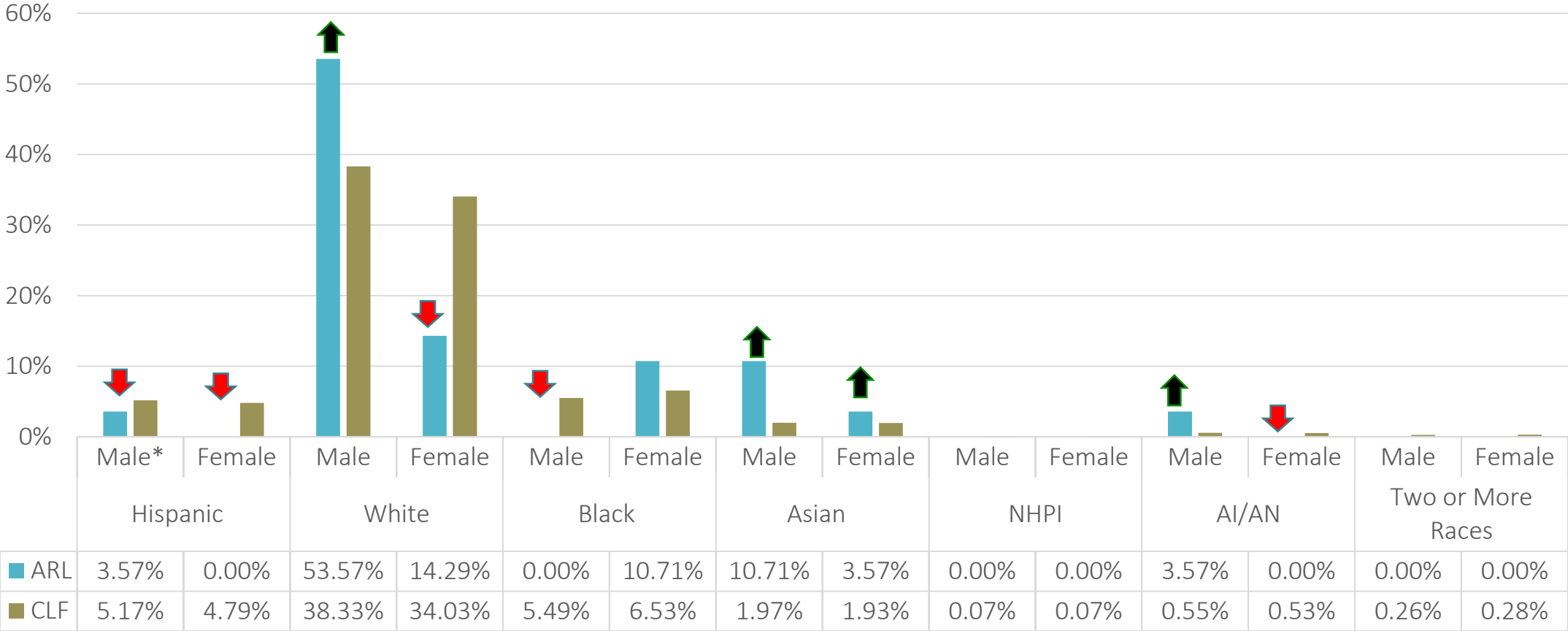
OAR HQ* – Does not include OAR Programs

OAR Programs – Sea Grant, CPO, OER, OWAQ, OAP and TPO

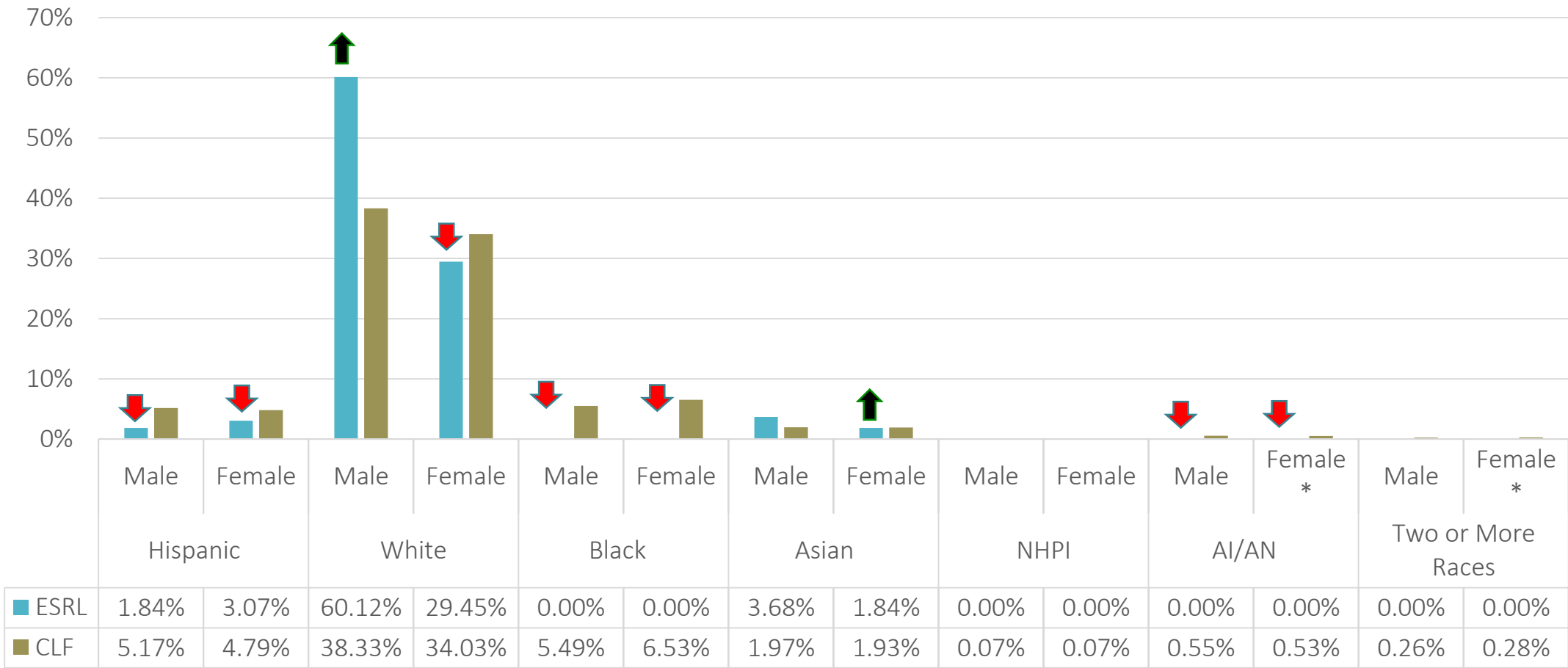
Atlantic Oceanographic and Meteorological Laboratory
Total Employees = 75
Compared to CLF by race/ethnicity/gender



Air Resources Laboratory
 Total Employees = 28
 Compared to CLF by Race/Ethnicity/Gender

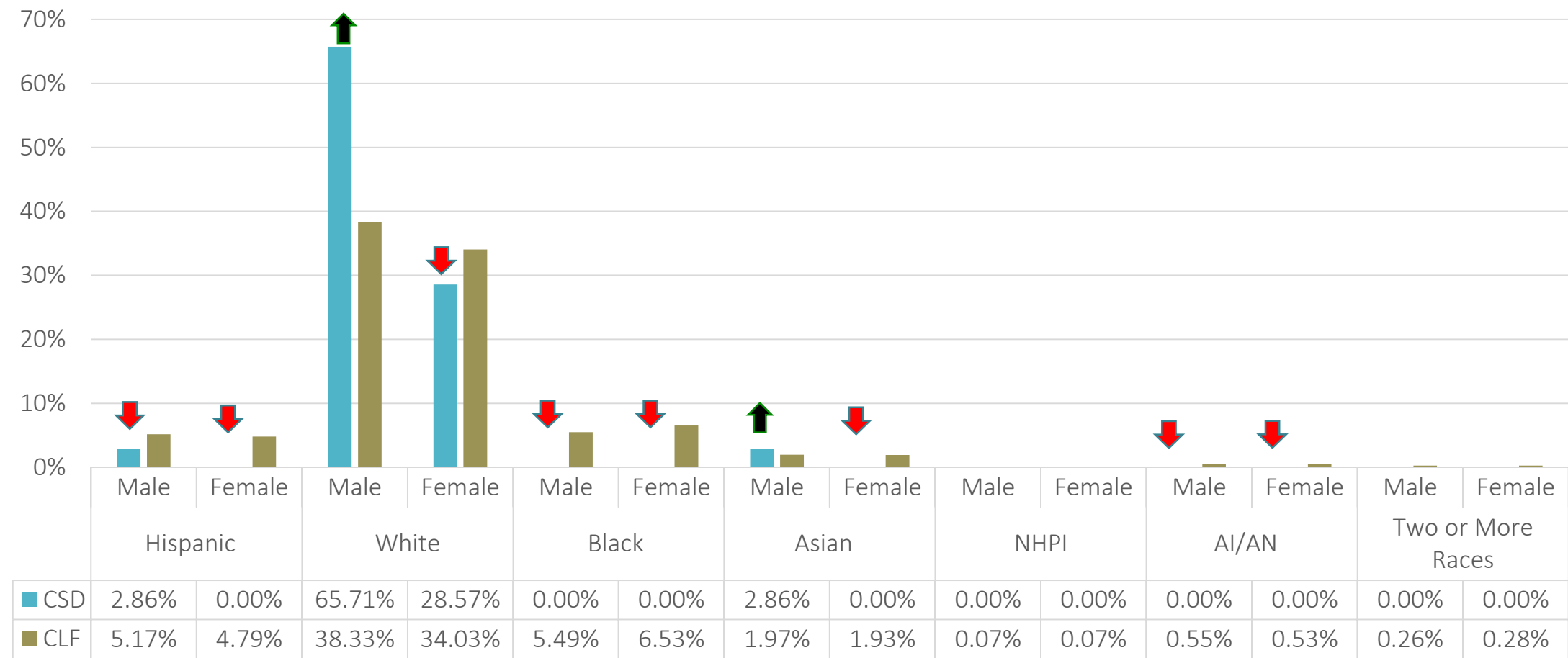


Earth System Research Laboratory (ESRL)
 (Includes All employees - Director’s Office, CSD, GMD, GSD, PSD)
 Total Employees = 163
 Compared to CLF by race/ethnicity/gender

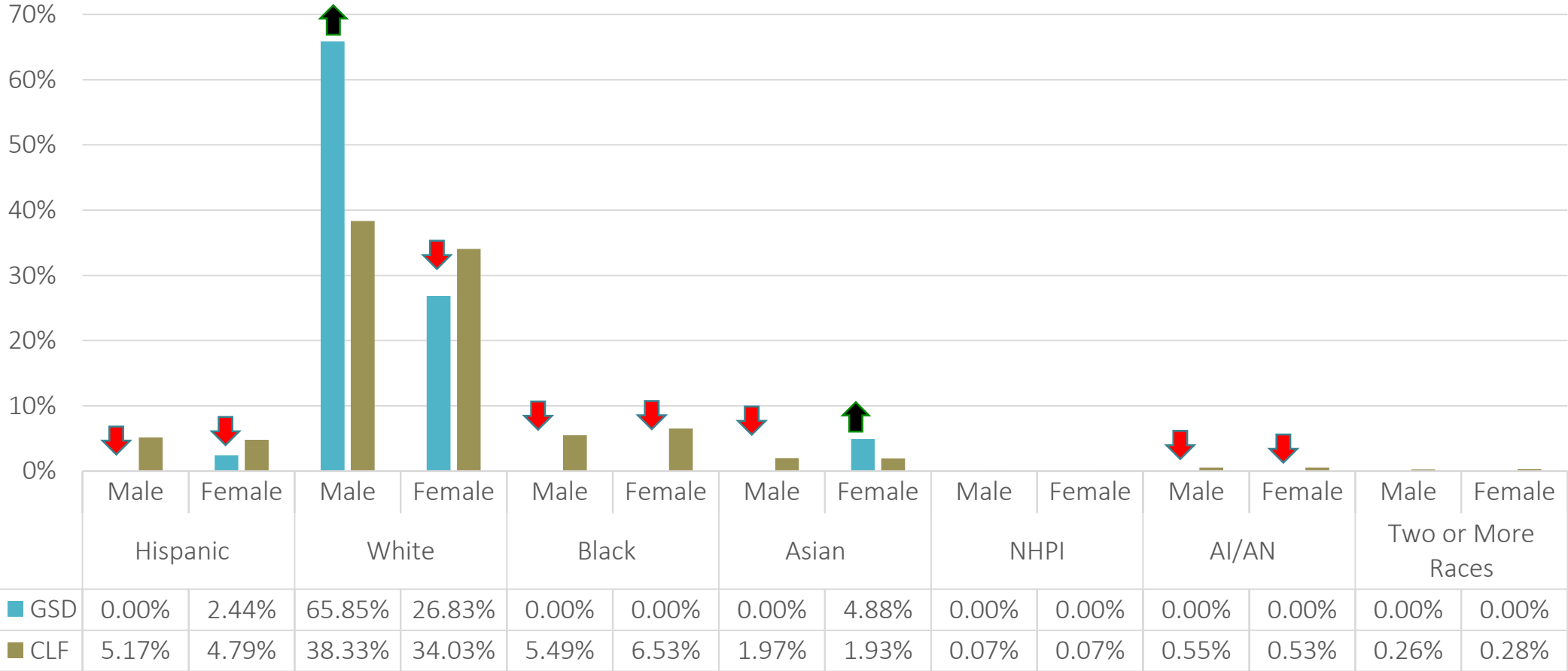


Note: One AI/AN female but her work duty station is OAR HQs.

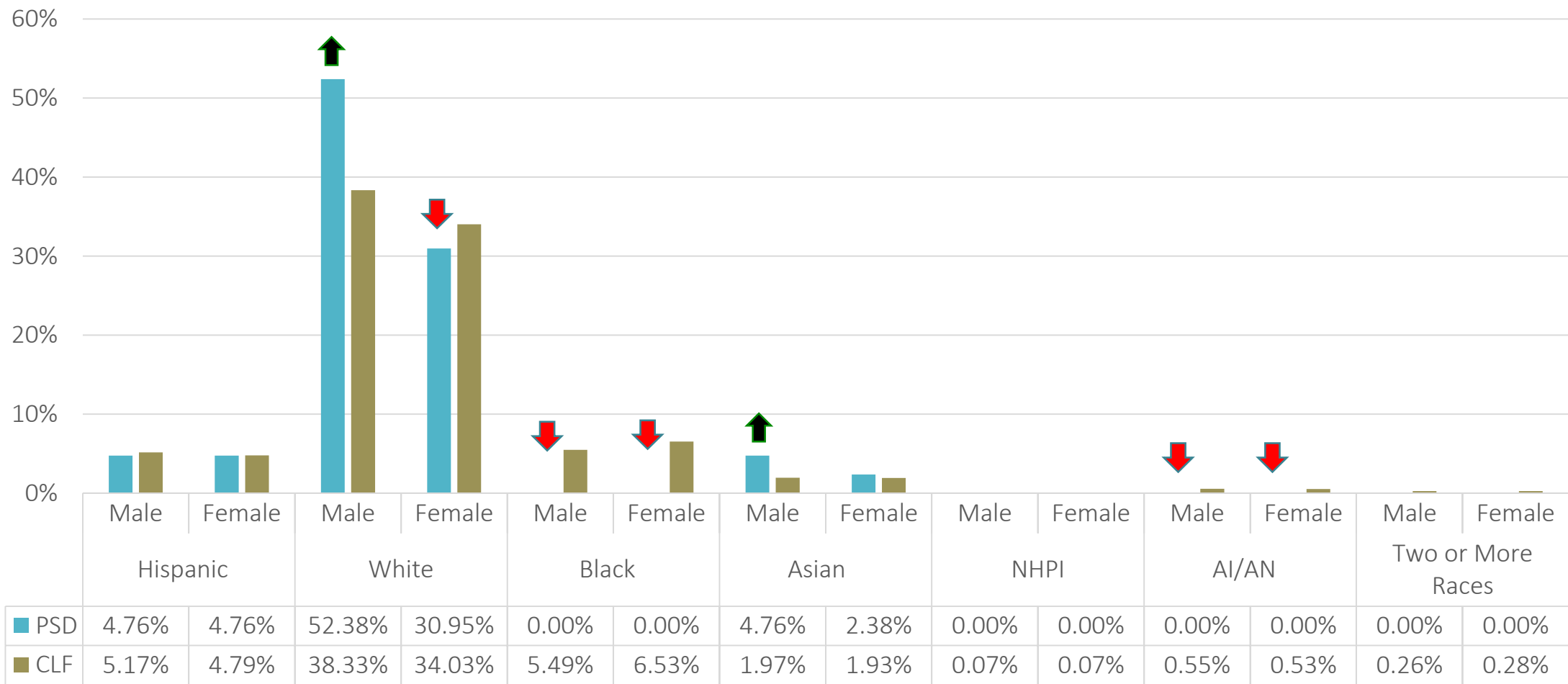
ESRL/Chemical Sciences Division
 Total Employees = 35
 CLF by race/ethnicity/gender



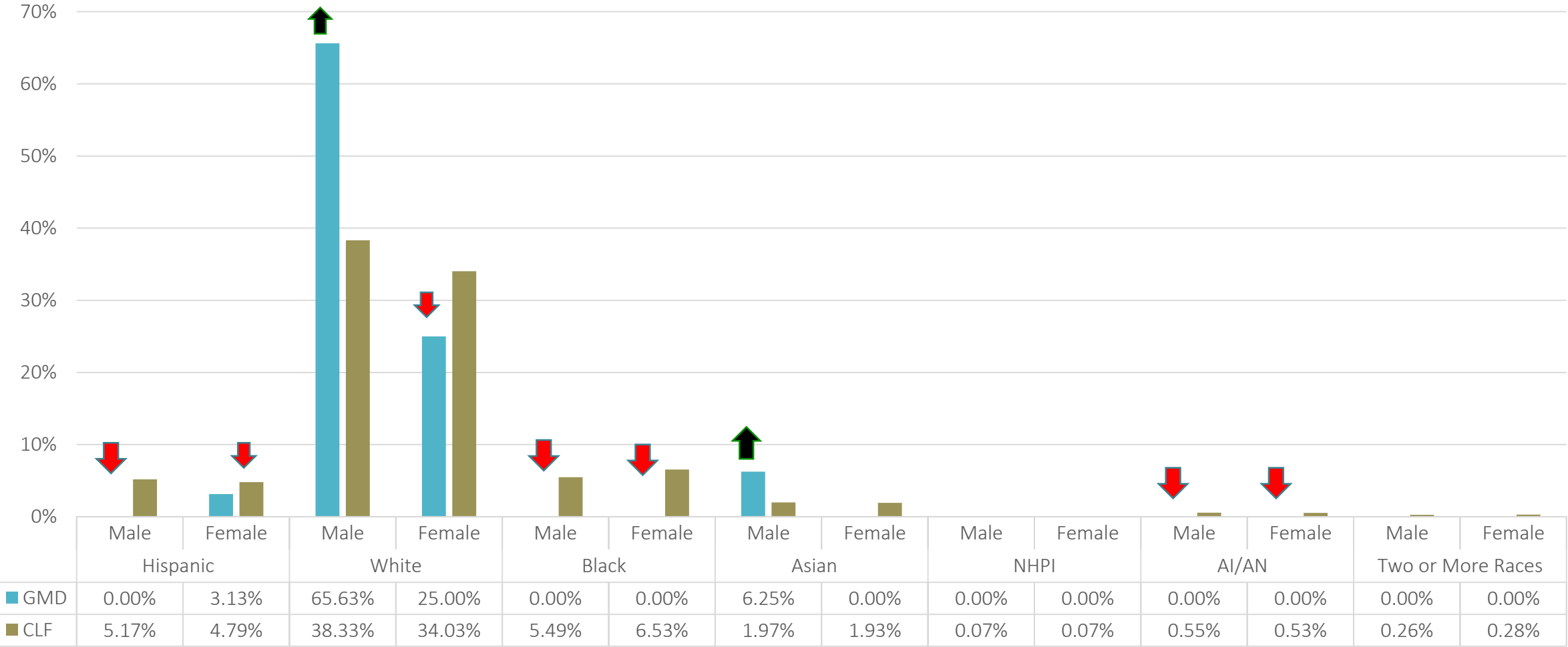
ESRL/Global Systems Division
 Total Employees = 41
 Compared to CLF by Race/Ethnicity/Gender



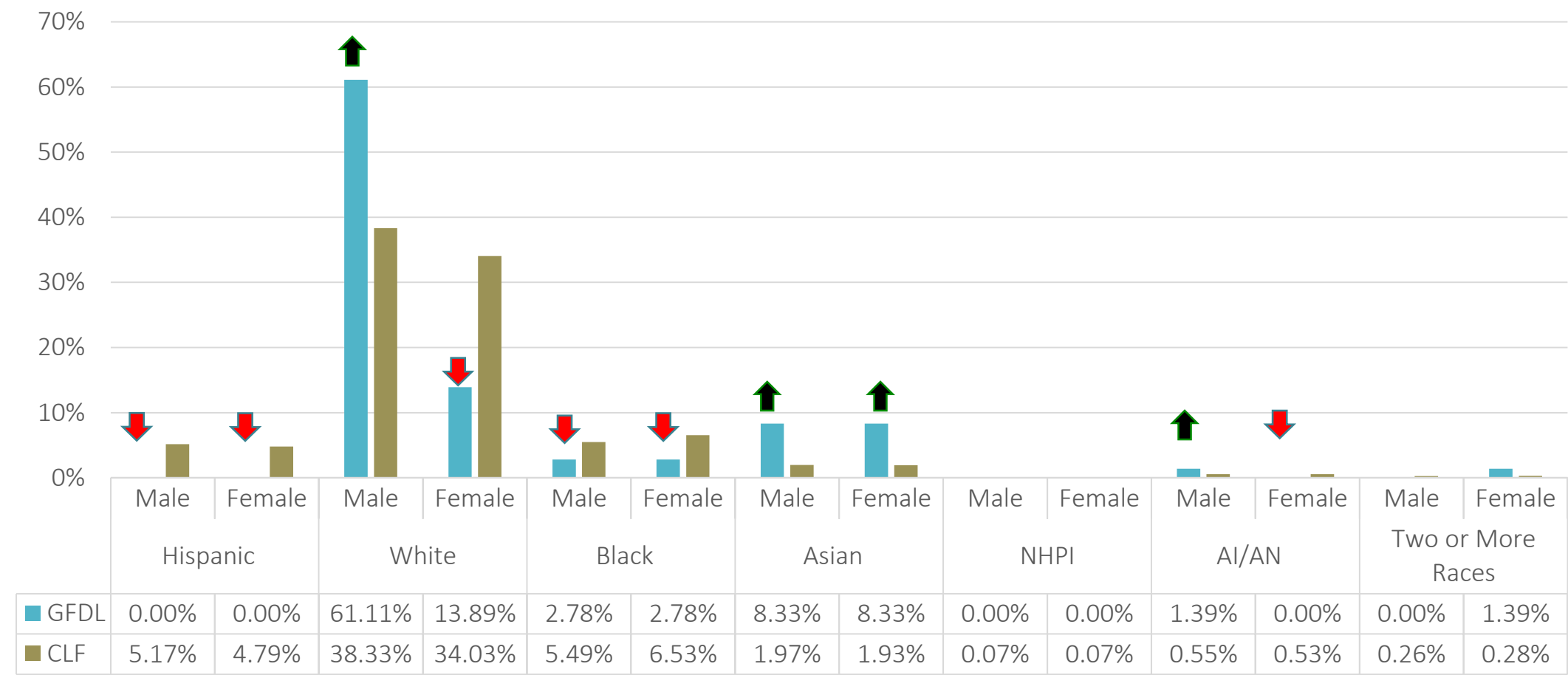
ESRL/Physical Sciences Division
 Total Employees = 42
 Compared to CLF by race/ethnicity/gender



ESRL/Global Monitoring Division
 Total Employees = 32
 Compared to CLF by Race/Ethnicity/Gender

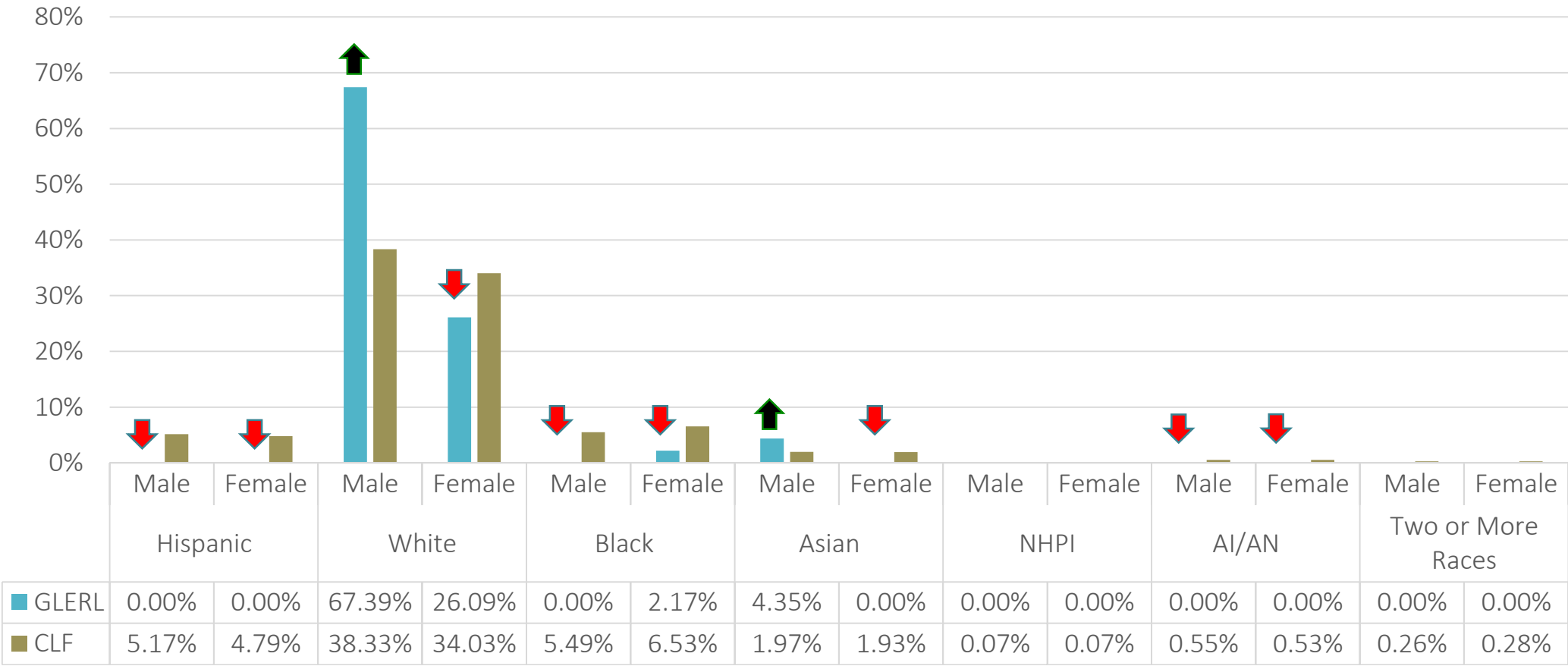


Geophysical Fluid Dynamics Laboratory (GFDL)
 Total Employees = 72
 Compared to CLF by Race/Ethnicity/Gender

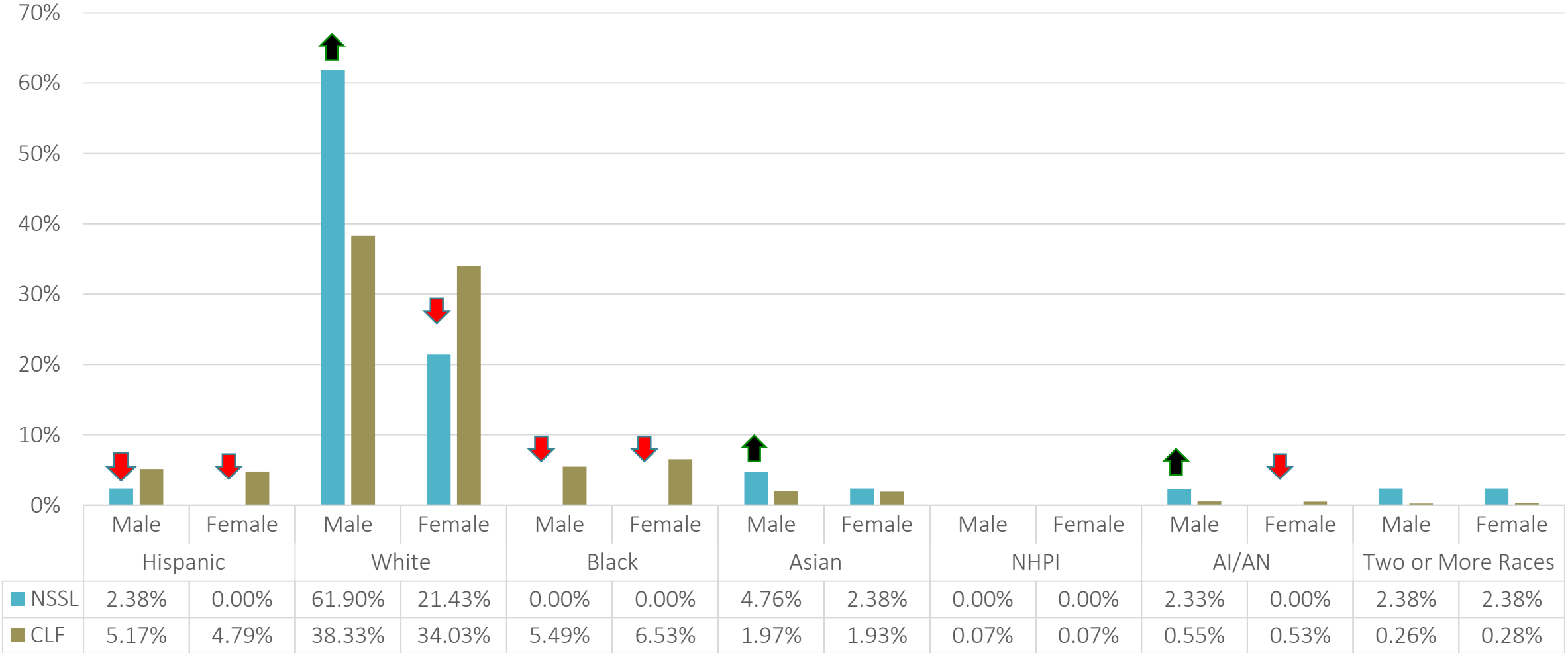


Note: The MD715 TableA2 has one Two or More Races female but the employee narrative report has 1 Hispanic female.

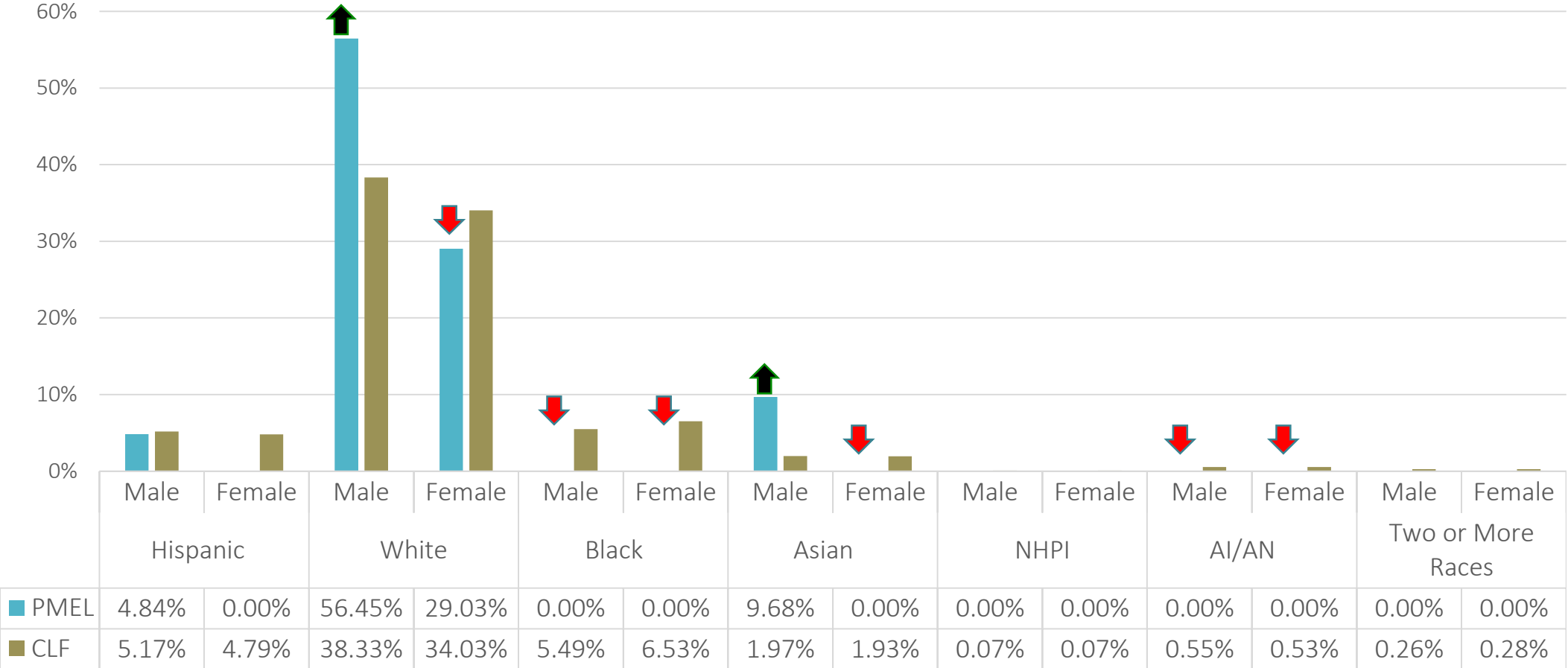
Great Lakes Environmental Research Laboratory (GLERL)
 Total Employees = 46
 Compared to CLF by race/ethnicity/gender



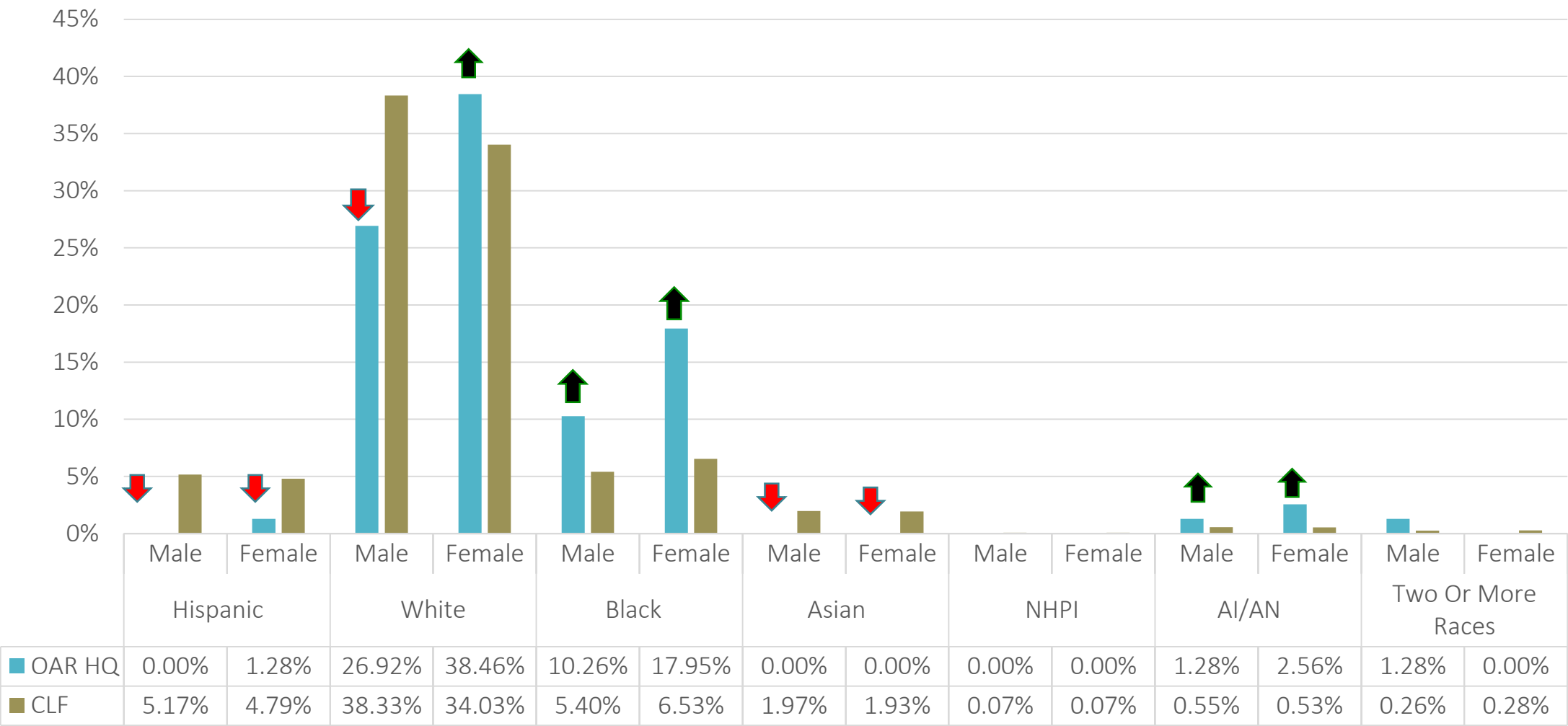
National Severe Storms Laboratory (NSSL)
Total Employees = 42
Compared to CLF by race/ethnicity/gender



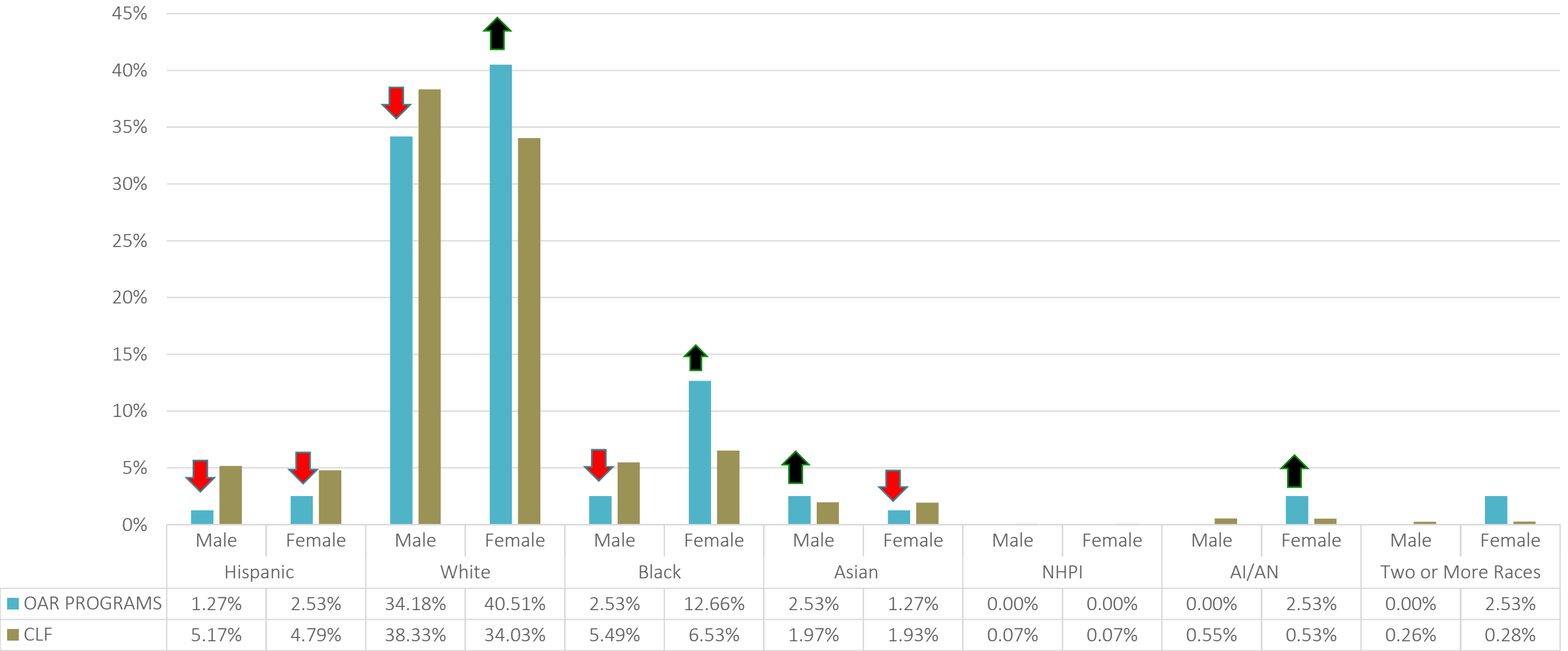
Pacific Marine Environmental Laboratory (PMEL)
 Total Employees = 62
 Compared to CLF by race/ethnicity/gender



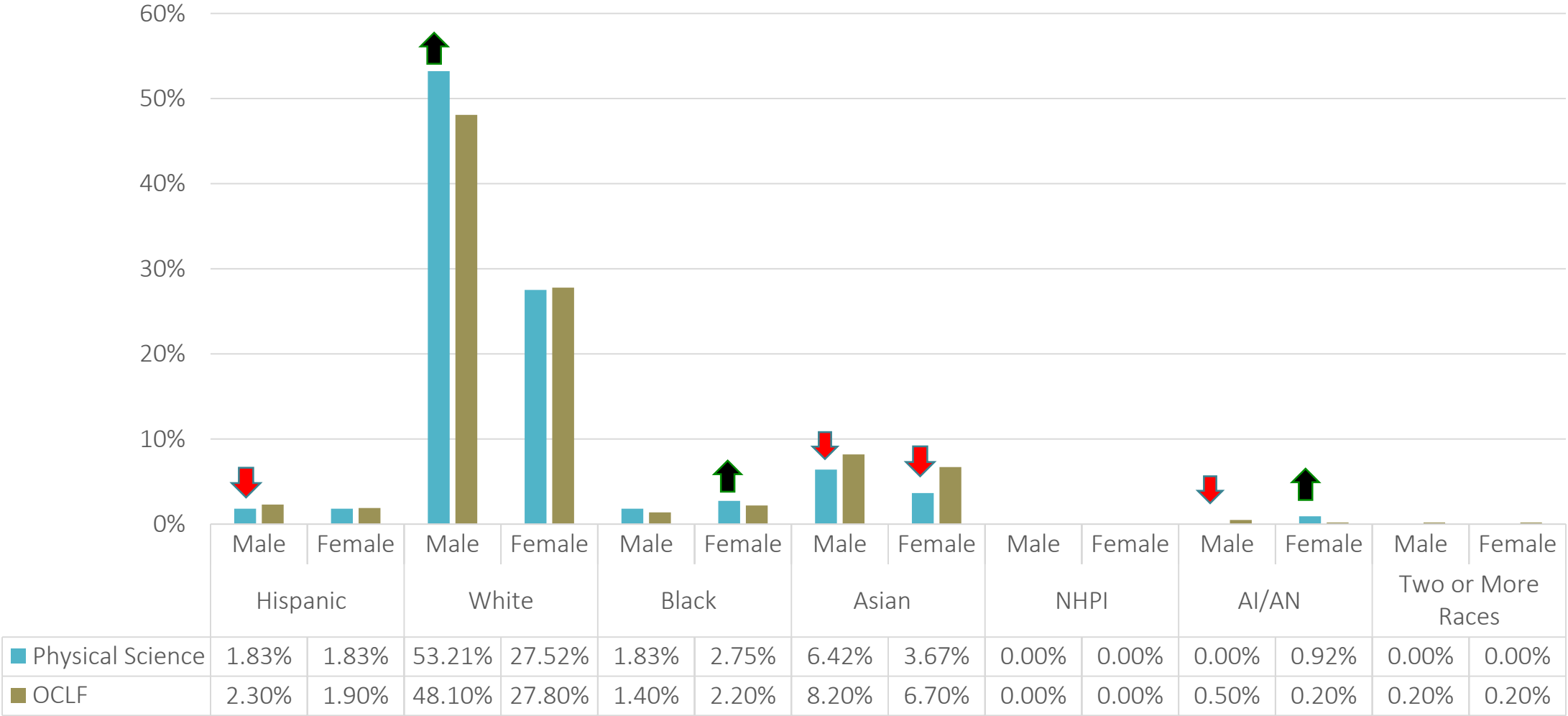
OAR Headquarters (Does not include Program Offices)
 Total Employees = 78
 Compared to CLF by race/ethnicity/gender



OAR Program Offices (Sea Grant, CPO, OER, OWAQ, OAP, TPO)
 Total Employees = 79
 Compared to CLF by race/ethnicity/gender



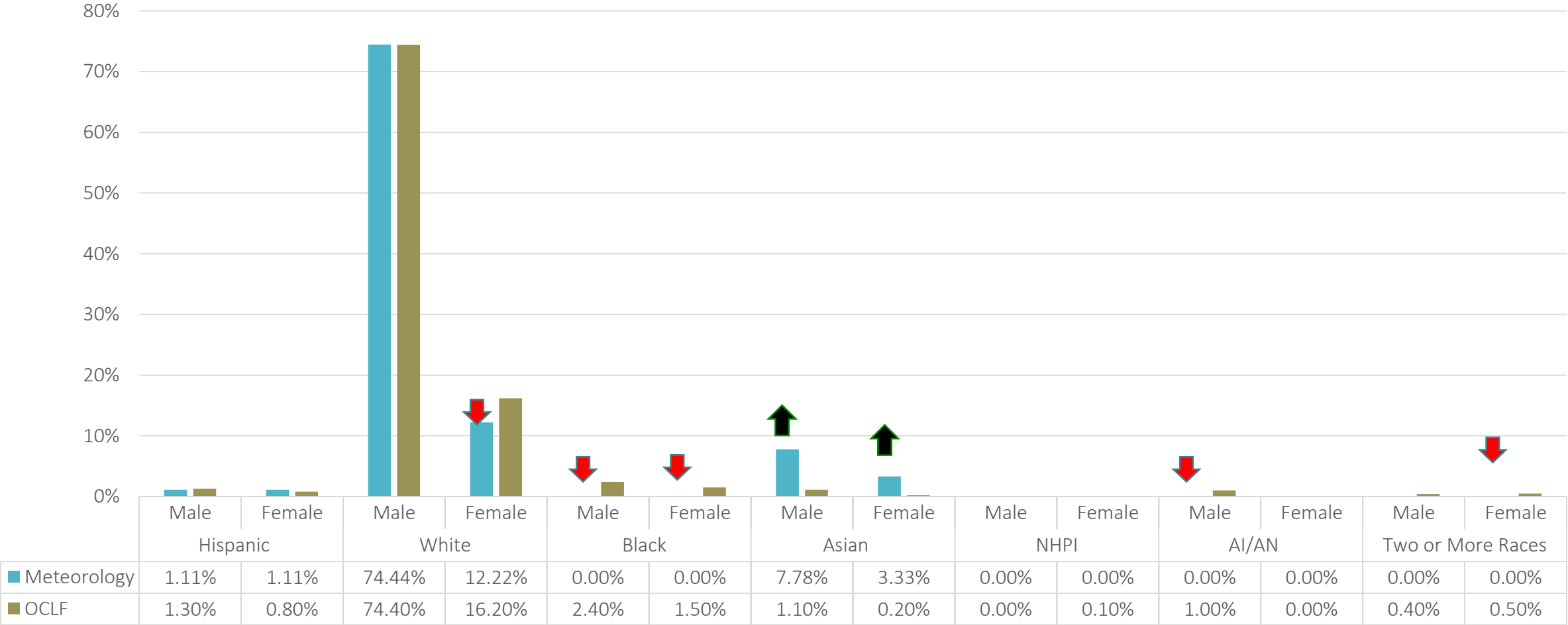
OAR Major Occupations – Physical Science
 Total = 109
 Compared to OCLF by Race/Ethnicity/Gender



OAR Major Occupations – Meteorology

Total = 90

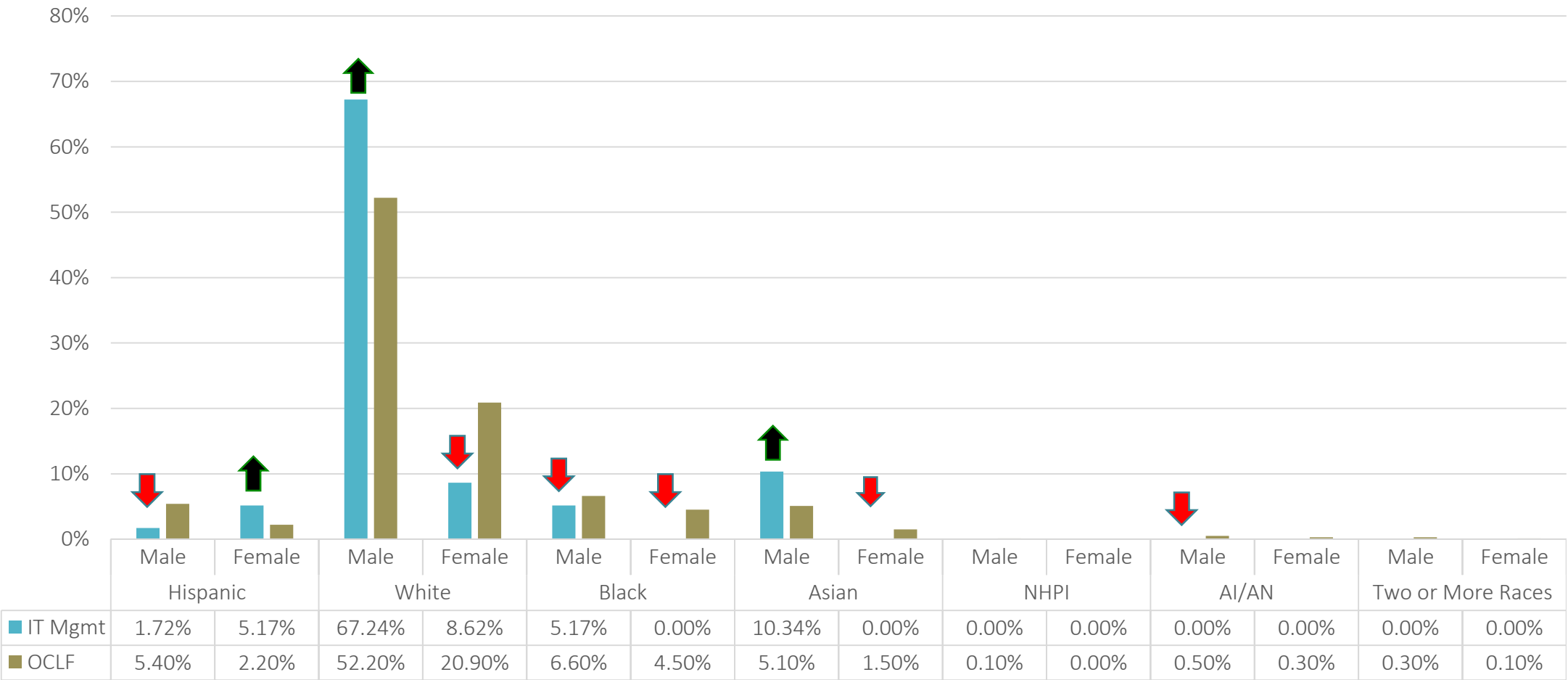
Compared to Occupational CLF by Race/Ethnicity/Gender



OAR Major Occupations – IT Management

Total = 58

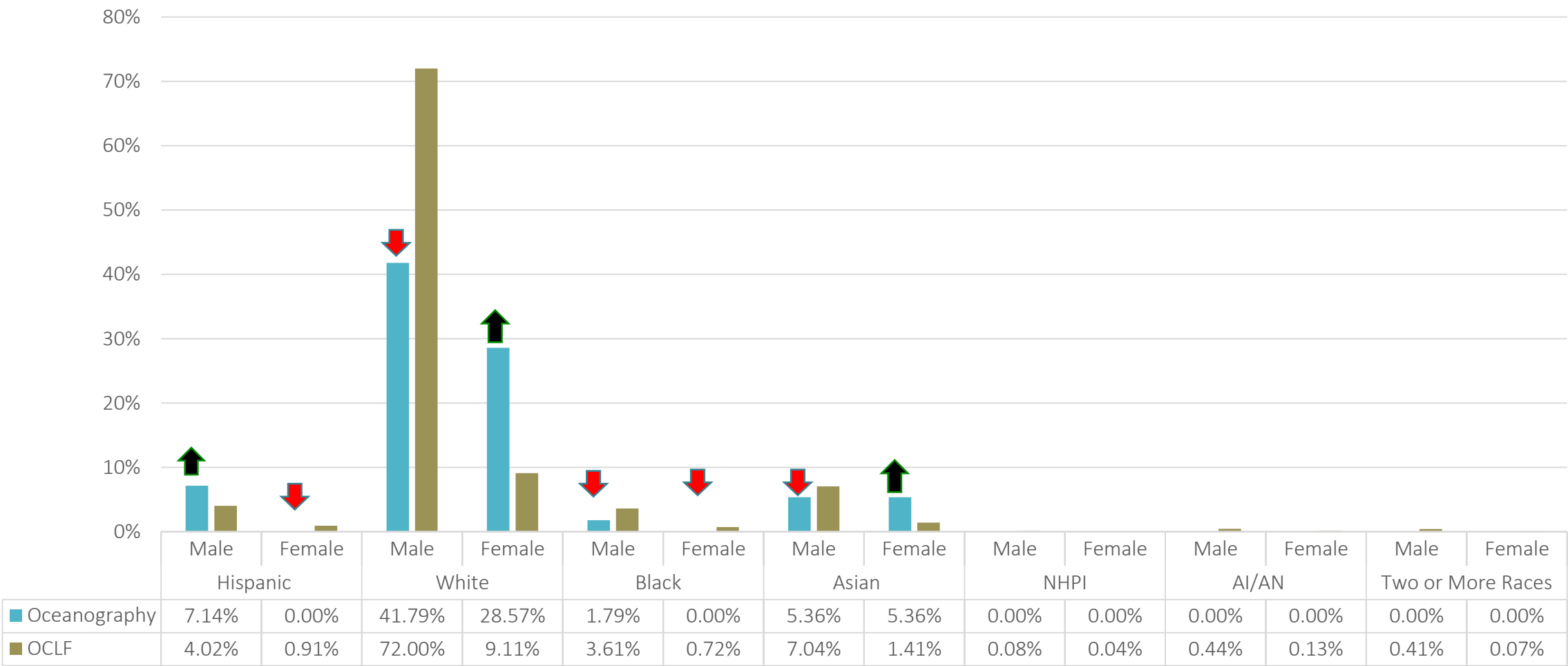
Compared to OCLF by Race/Ethnicity/Gender



OAR Major Occupations – Oceanography

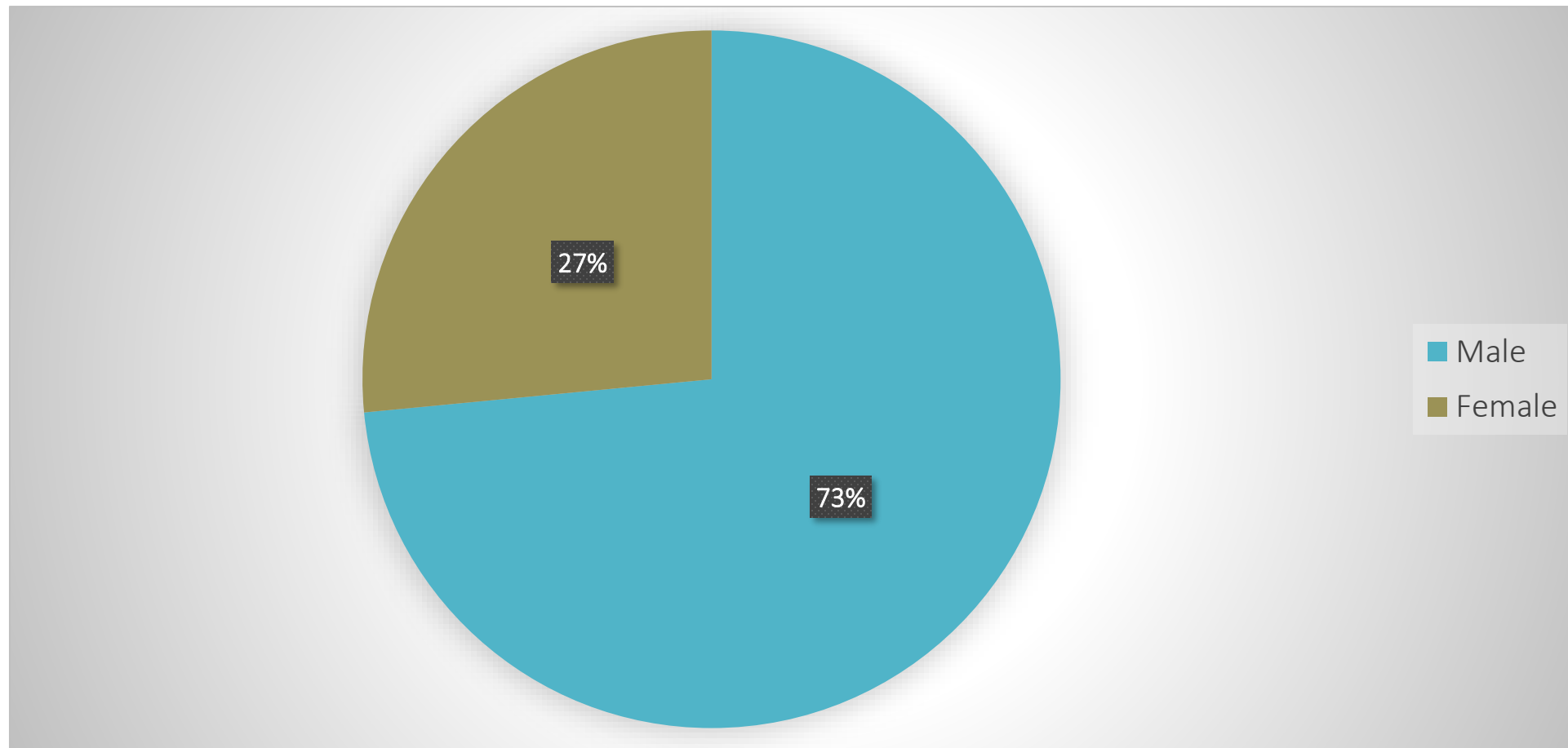
Total = 56

Compared to Occupational CLF by Race/Ethnicity/Gender

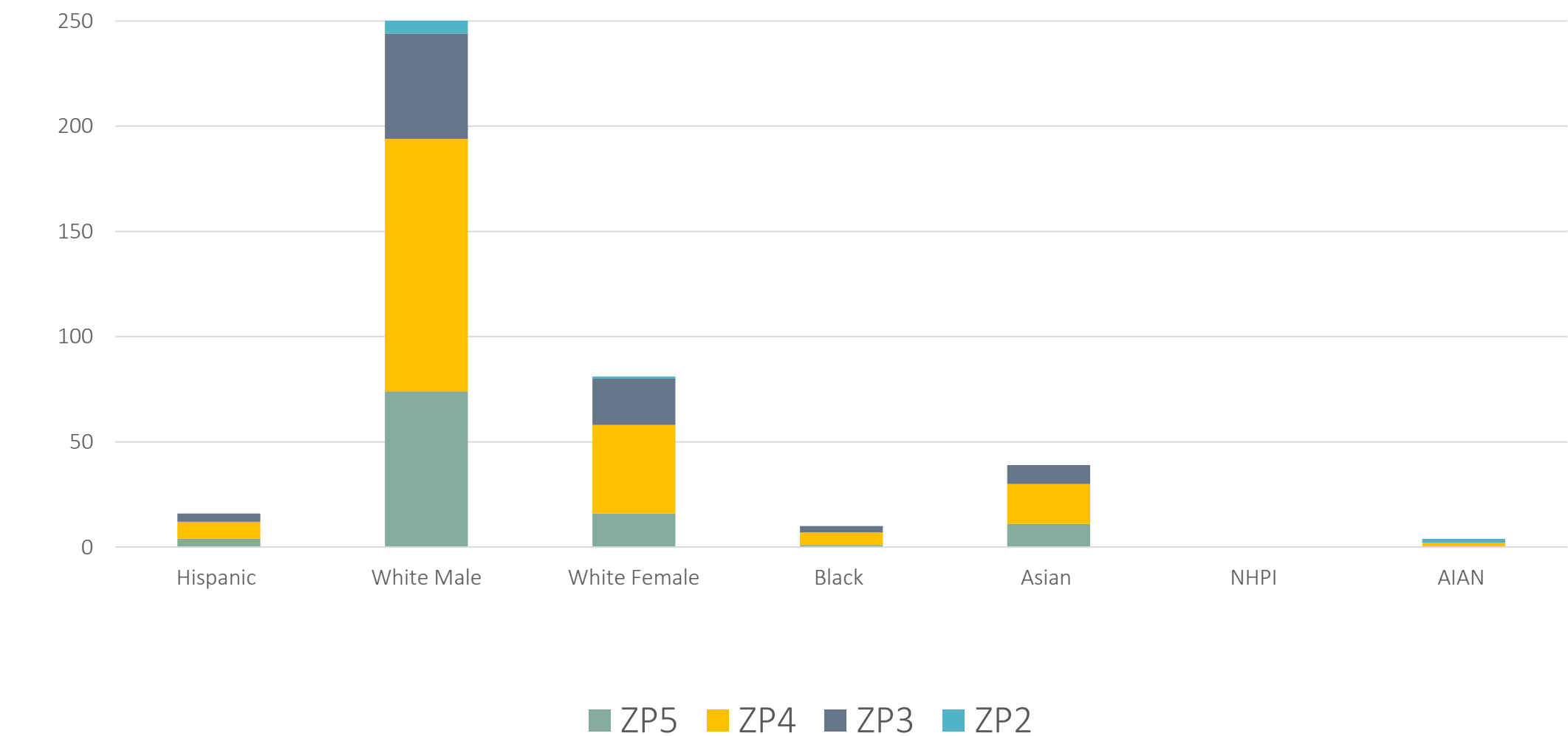


Gender Profile by Major Occupations (STEM)

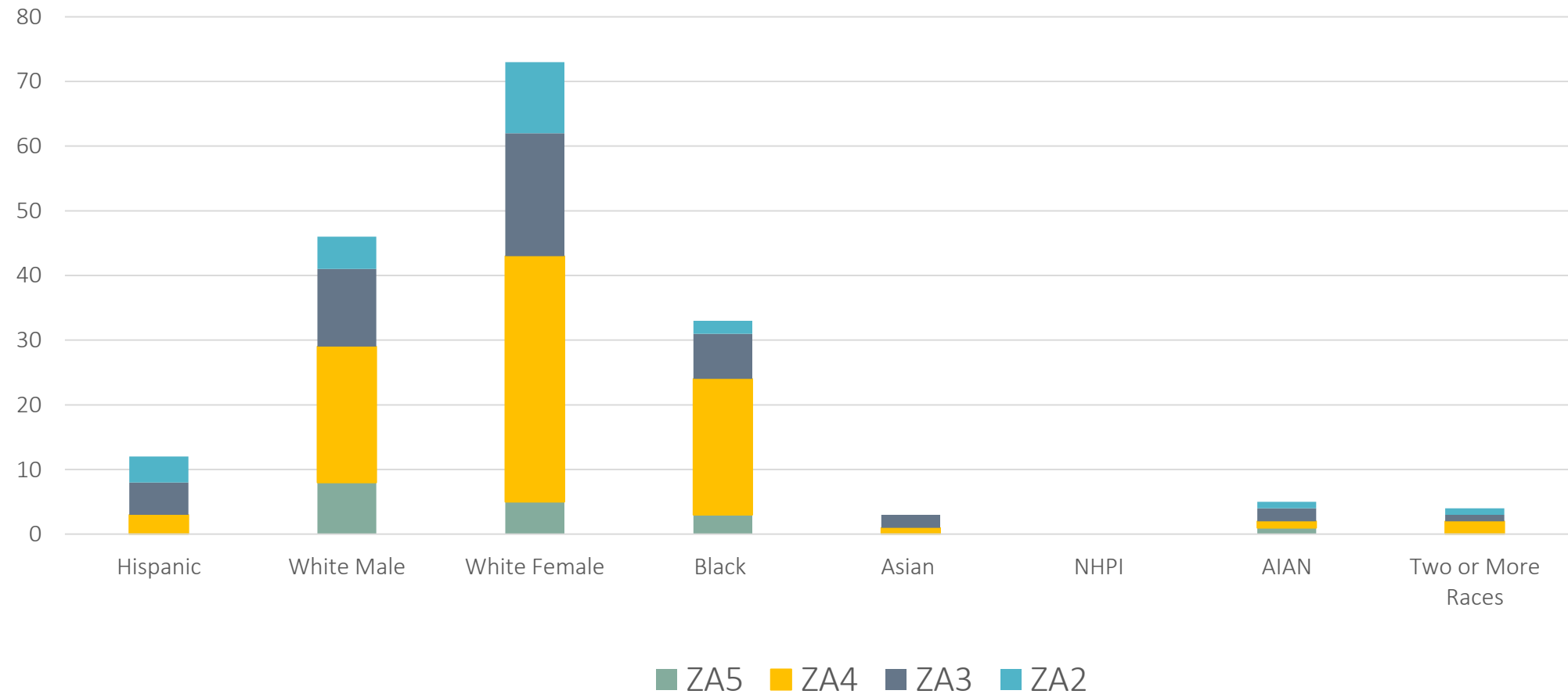
Physical Science, Meteorology, IT Mgmt and Oceanography



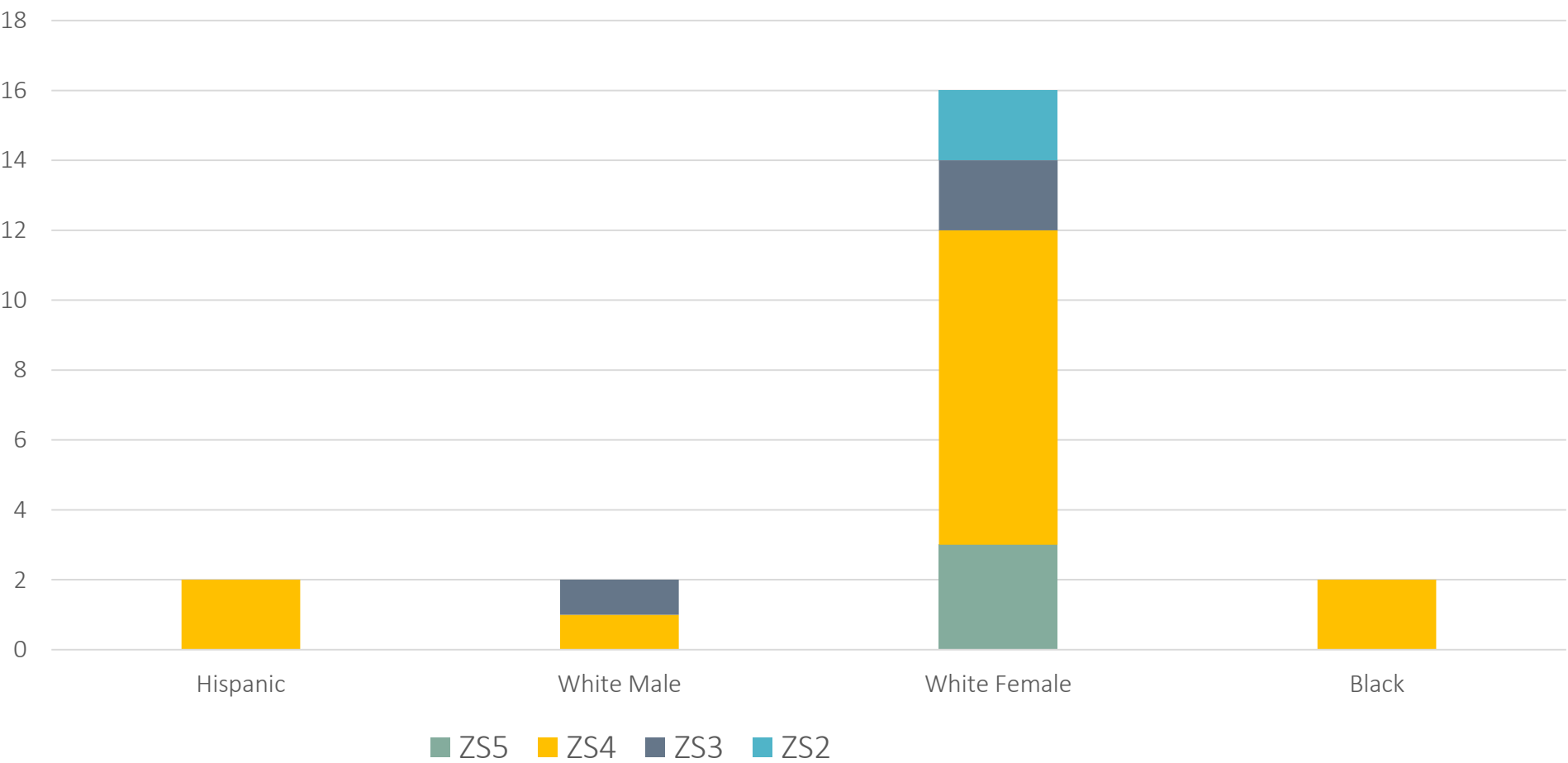
OAR Grade Level Distribution – ZP Pay Plan (Scientific & Engineering) By Race/Ethnicity/Gender



OAR Grade Level Distribution - ZA Pay Plan (Administrative and Managerial) By Race/Ethnicity/Gender

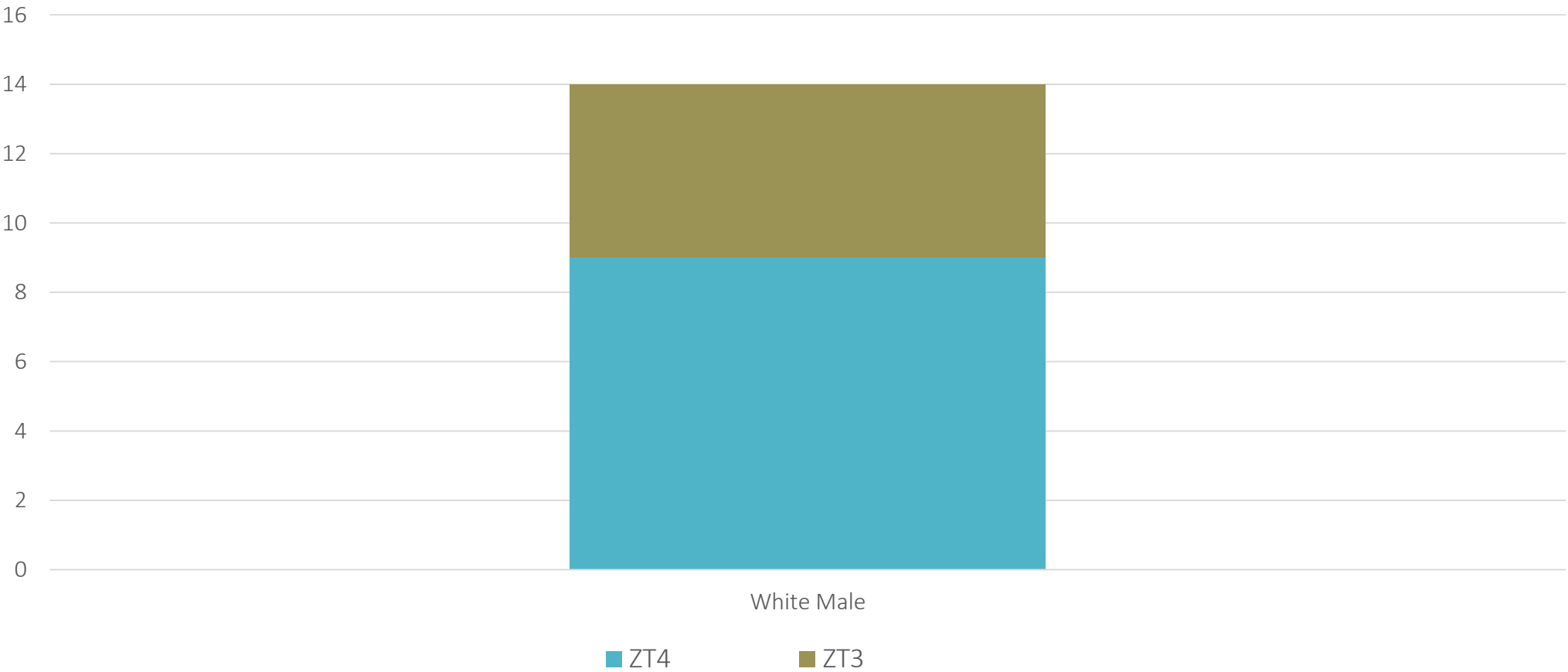


OAR Grade Level Distribution – ZS Pay Plan (Administrative Support)



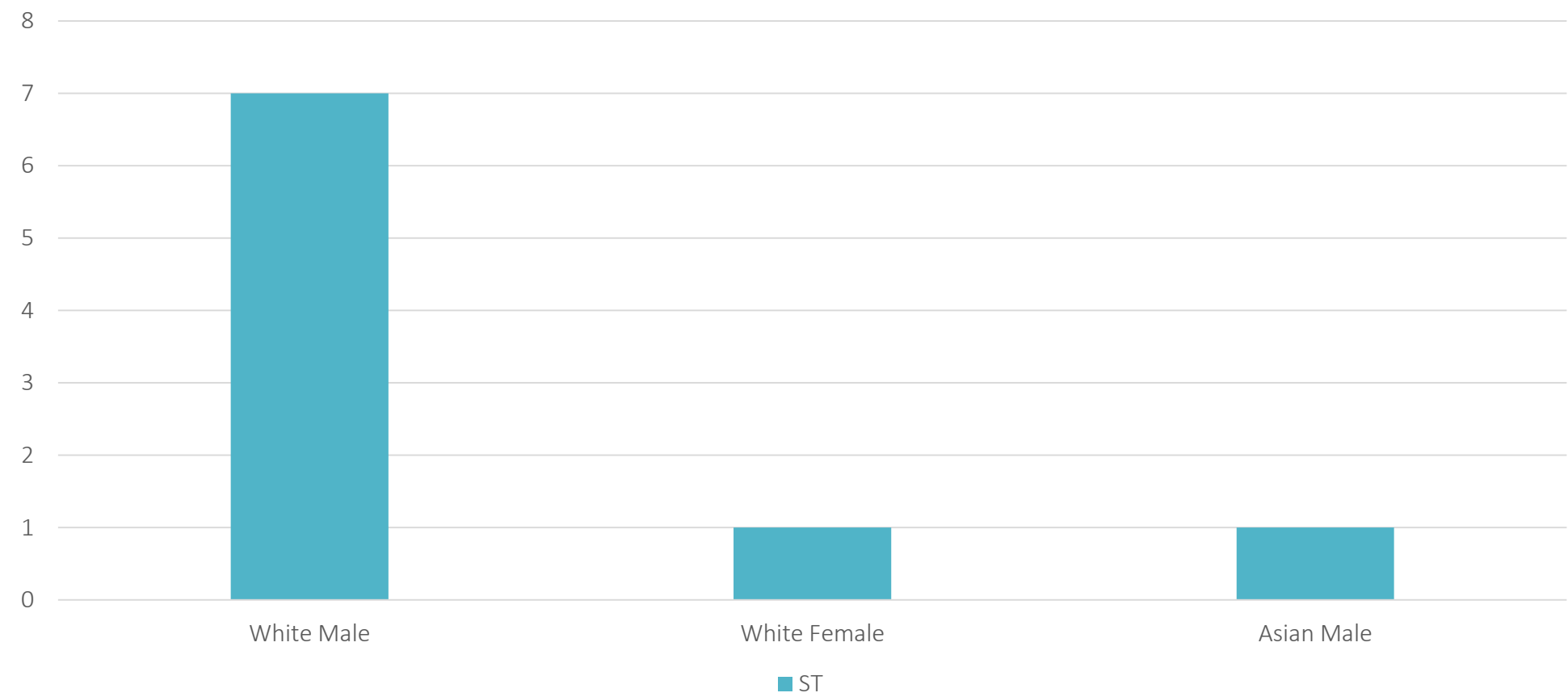
Note: AI/AN, Asian, Native Hawaiian & Two or more races are absent.

OAR Grade Level Distribution – ZT Pay Plan (Scientific & Engineering Technician)



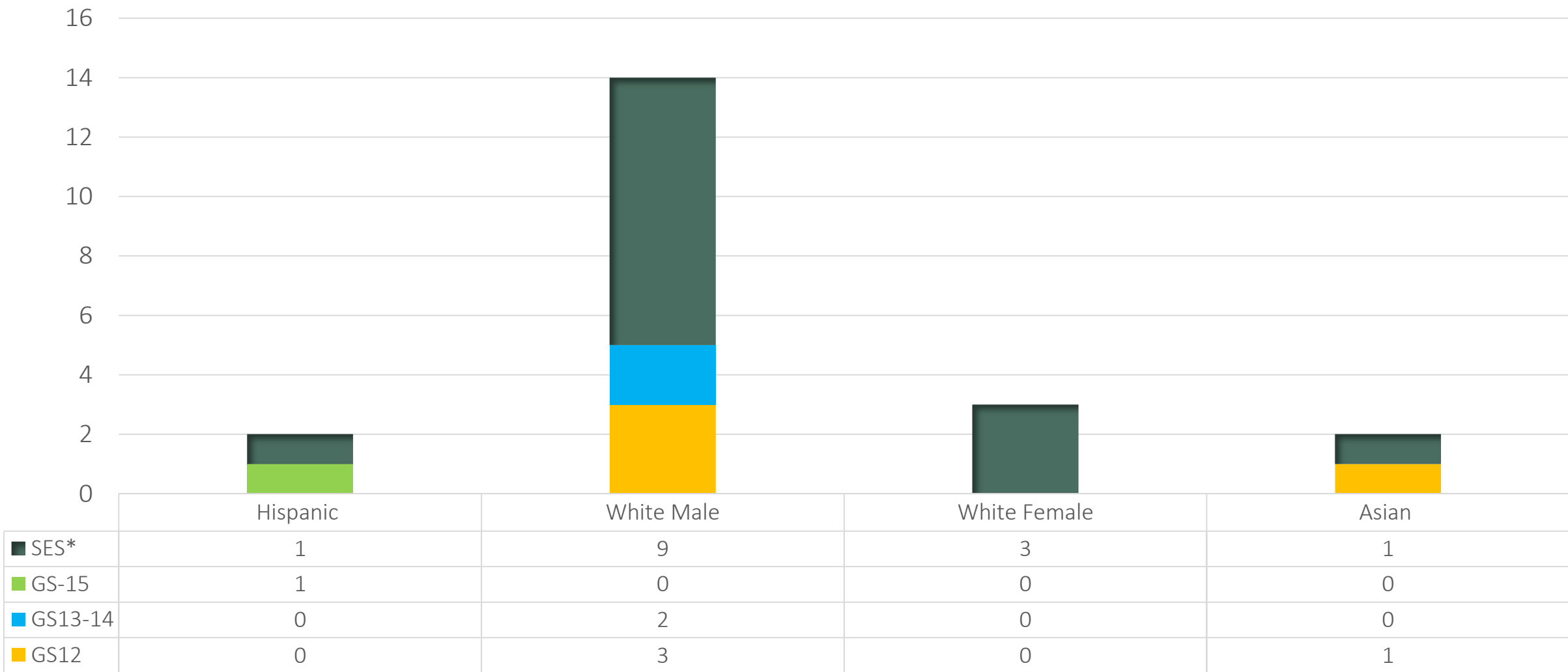
White Female and all Minorities are absent.

OAR Grade Level Distribution – ST



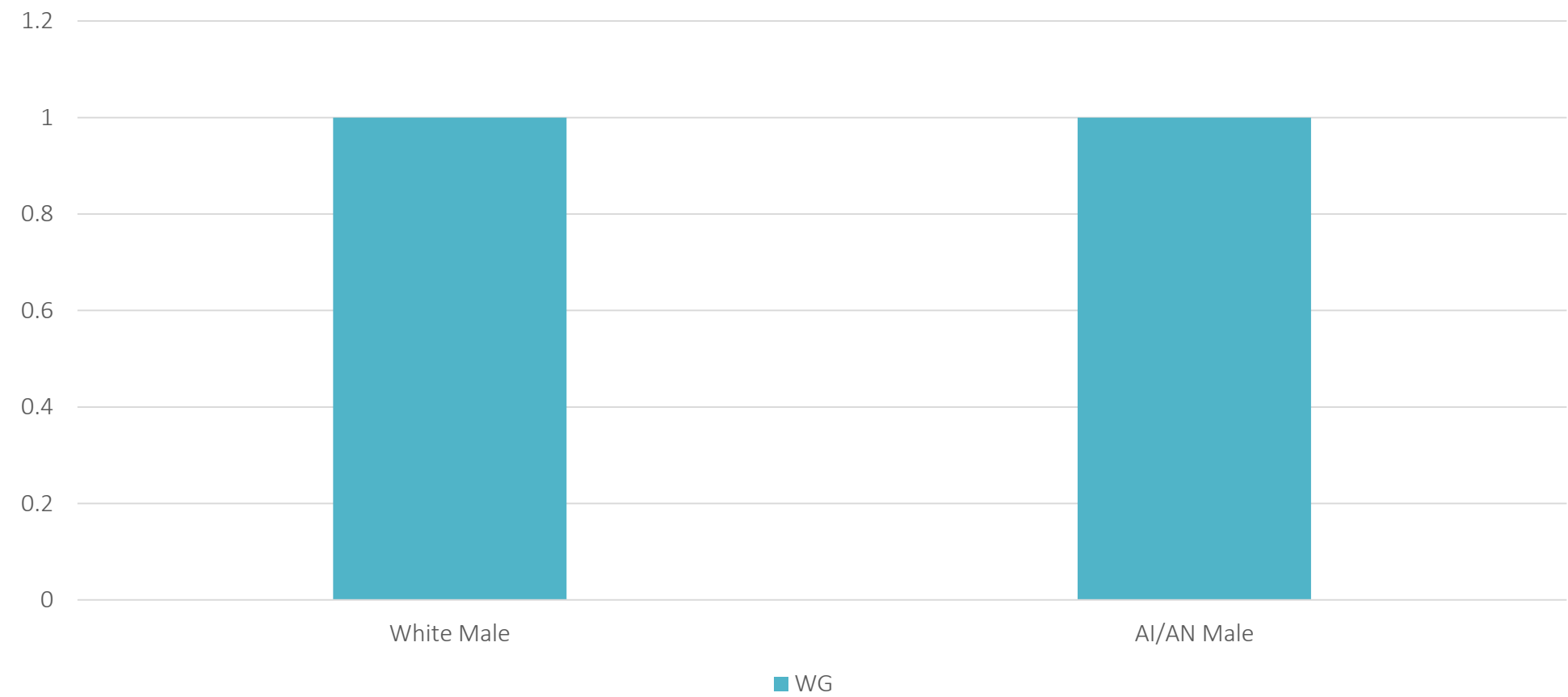
OAR Grade Level Distribution – GS and SES

Total = 21

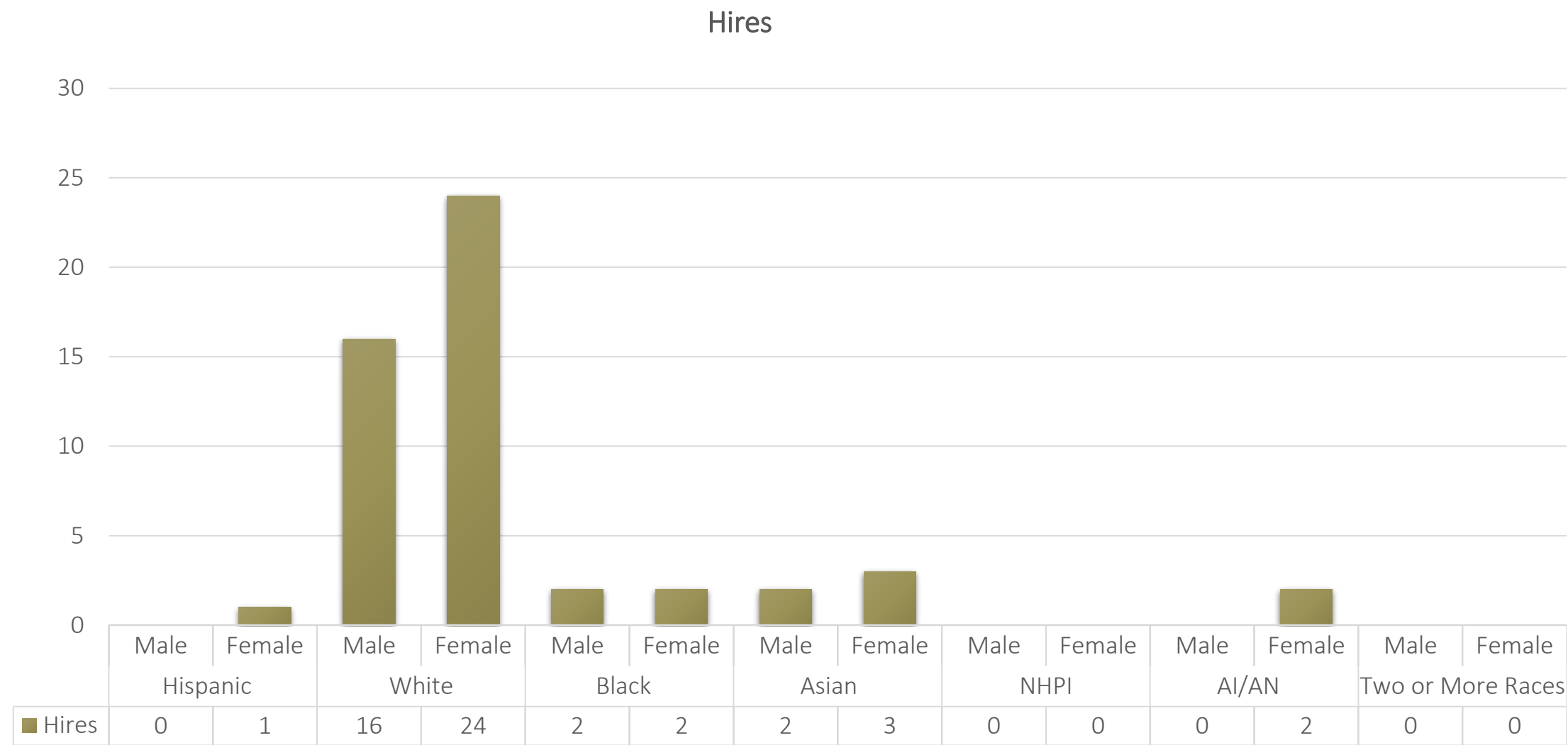


Note: Black, AI/AN, Native Hawaiian & Two or more races are absent.

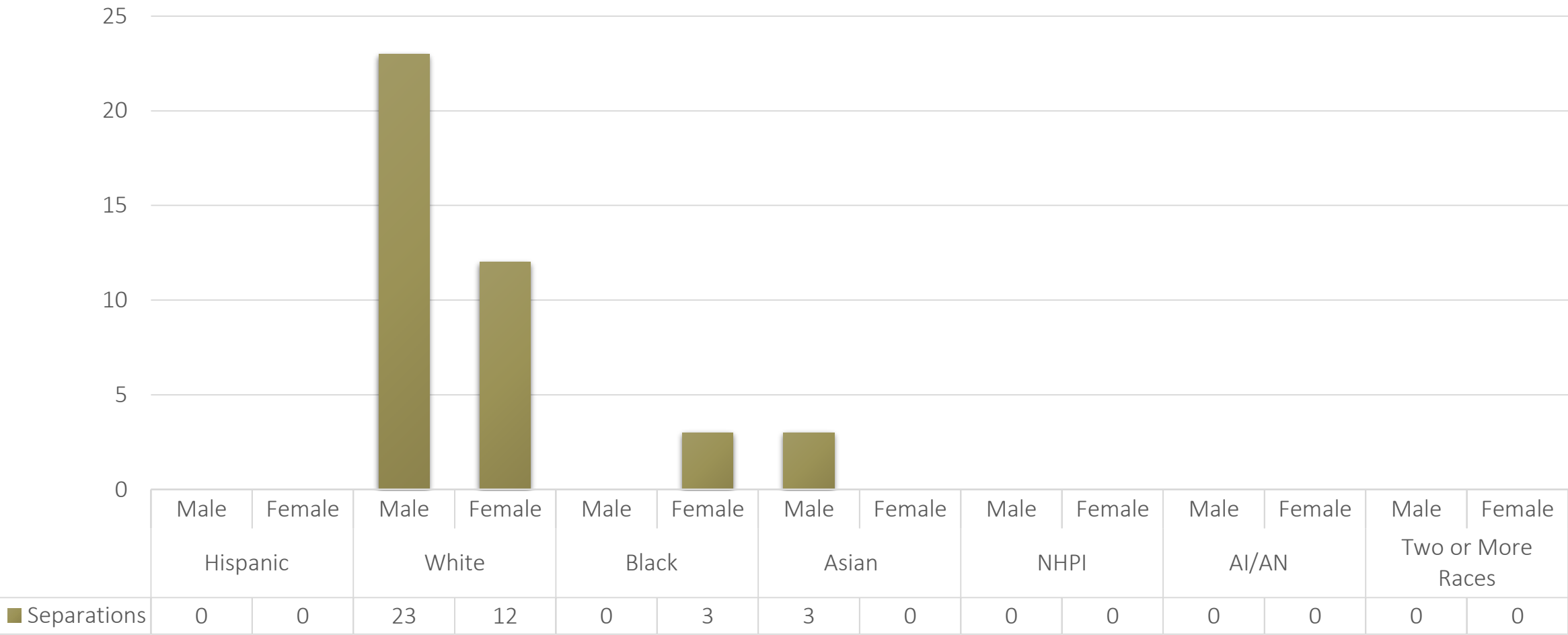
OAR Grade Level Distribution – WG



OAR Permanent Hires = 52

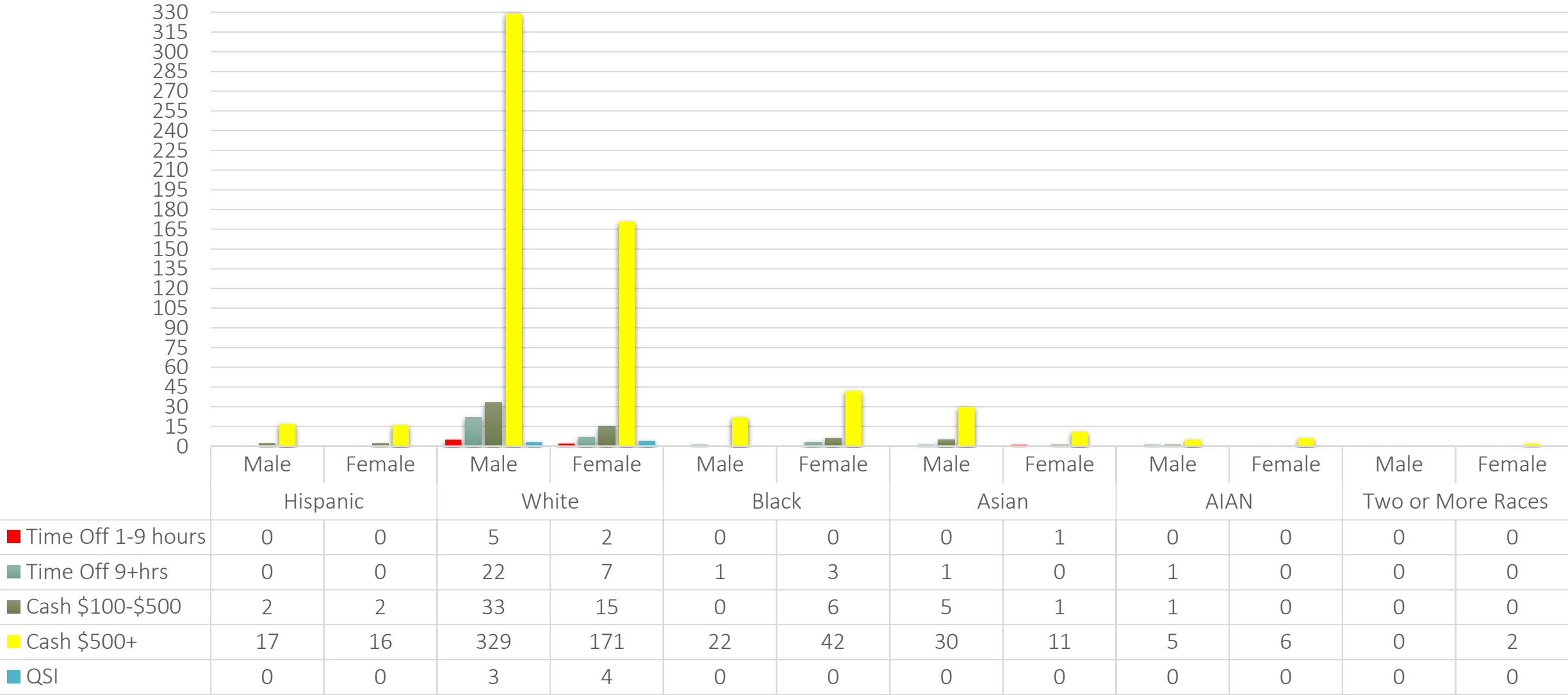


OAR Separations = 41

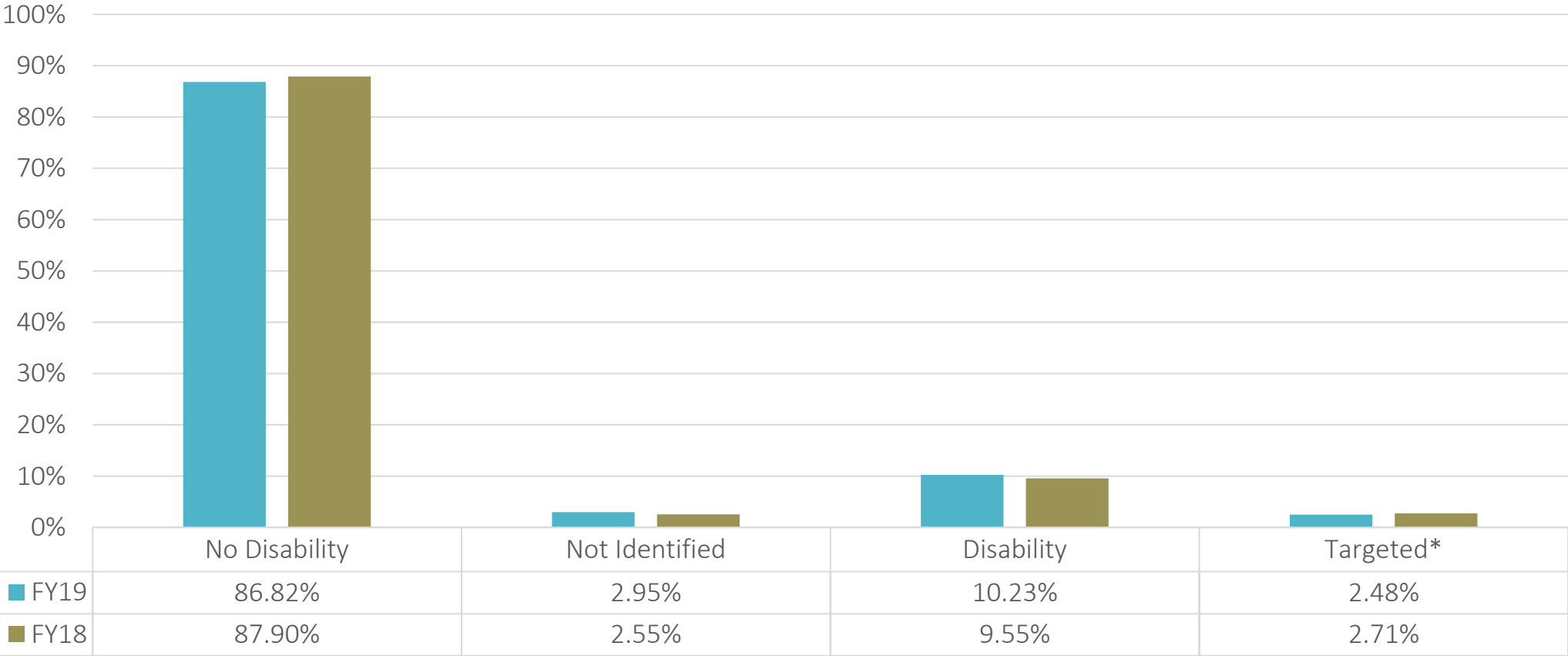


OAR Employee Recognition & Awards by Race/Ethnicity/Gender

MD=71 Table A13 – Based on total awards given. Employees may have received awards more than once.



Distribution by Disability (OPM Form 256 Self Identification Codes)



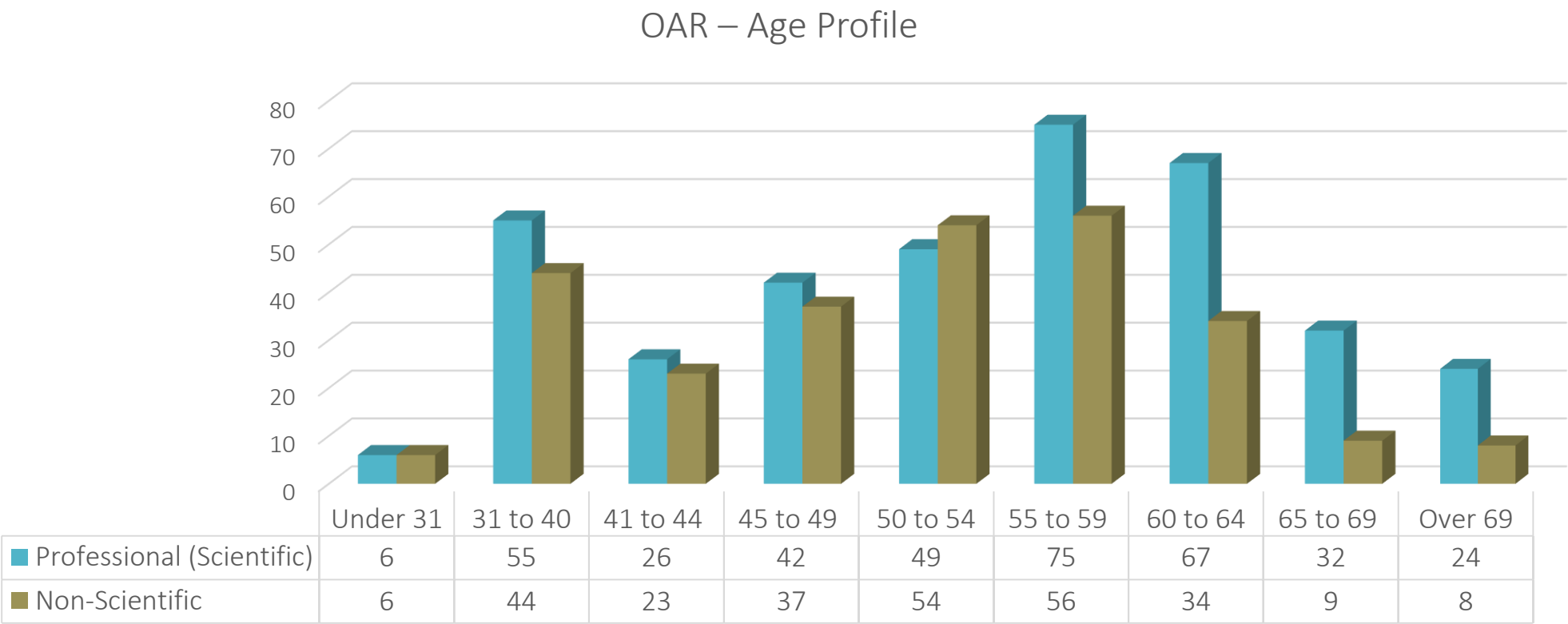
*EEOC Federal Goal for Targeted Disabilities is 2.00%

- Targeted Disabilities: Developmental Mental Disability, Traumatic Brain Injury, Hearing, Vision, Missing Extremities, Significant Mobile Impairment, Partial paralysis, Complete paralysis, Convulsive disorders, Epilepsy, Severe Intellectual Disability, Psychiatric Disability, Dwarfism
- The purpose of focusing on targeted disabilities is to encourage the hiring, placement, and advancement of selected individuals with disabilities in affirmative employment planning.

Age Profile by PATCO Categories for Permanent Employees

Professional (Scientific) VS Administrative, Technical, Clerical, Other

Note: This is not an MD-715 chart but was requested by OAR management. As of 12/2/19



Note: Average Age for Professional (Scientific) is 53 years old
Average Age for Non- Scientific is 51 years old

Retirement Eligibility by PATCO Categories for Permanent Employees Scientific (Professional) and Non-Scientific (Administrative, Technical, Clerical, Other)

Note: This is not an MD-715 chart but was requested by OAR management. As of 12/2/19

OAR – Retirement Eligibility

